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ABSTRACT

Several guidelines and circumstances determine the selection of materials for inclusion in the annotated bibliography: (1) only publications concerned specifically with working women not women in general, (2) publications of interest to teachers, researchers, and serious students, rather than entries of general interest to the casual reader, (3) no unpublished dissertations, no publications dated before 1960, and no international studies unless deemed of major significance, (4) a determination to include publications dealing with nonprofessional and minority group women, legal developments, and women related to the labor movement, and (5) a general bias in viewing the issue of working women from an economic and sociological perspective rather than from a political or psychological frame of reference. Cross-indexed by author, title, and key word, the publications are arranged according to category index numbers as follows: (1) general, (2) historical development, (3) education and training, (4) working women, (5) occupations, (6) special groups of women, (7) public policy, and (8) bibliographies. (MW)

ED 095398

WOMEN AT WORK

An Annotated Bibliography

by

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U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
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MANPOWER RESEARCH CENTER

INSTITUTE OF INDUSTRIAL RELATIONS . UNIVERSITY OF CALIFORNIA LOS ANGELES

CE 001 965

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The women named below contributed considerable time and talent to the project: Linda Hackathorn, Julia London, Barbara Patton, Marianne Poster, and Susan Sills. They all have my gratitude. In addition to their contributions as readers, Linda Hackathorn and Julia London helped coordinate the project. I also wish to express my appreciation to three volunteer readers, Shirley Blackburn, Una Hellyer, and Helen Pratt who gave generously of their time, and to the UCI Alumni Association for bringing the volunteer readers and the project together. Diane Hall and Steve Slykhous, who wrote and rewrote the computer program under trying circumstances, deserve my special thanks. I am very grateful to Joy Fisher Connors, past president of the Orange County Chapter of the National Organization for Women and a newly admitted member of the California Bar, who has been responsible for reading and annotating the legal material.

To the administrative and secretarial staff of the Public Policy Research Organization and of the Graduate School of Administration, I am indebted for their assistance throughout the project. My special thanks go to Helen Vail for pulling me out of administrative and budgetary "fires" time after time with competent and patient advice and assistance.

While I am appreciative of the assistance the project has been fortunate to receive, I take the responsibility for any errors and omissions that may be found in the bibliography.

Mei Liang Bickner   March, 1974

INTRODUCTION

The need for a good, selective bibliography on working women impressed itself on me two years ago when I first organized and conducted a seminar on working women. The available material was scattered over a number of disciplines and, more importantly, its quality was very uneven ranging from feminist propaganda to serious research. Later I was invited by the Manpower Research Center at UCLA to translate this overwhelming amount of uneven material into a selective, usable, and sensibly annotated bibliography. Someone more experienced and more artful than myself could surely have done a better job, but I feel that this bibliography represents a first selective screening and summarizing of the material currently available on working women.

In any undertaking of this nature, it is rarely possible to satisfy the needs and desires of all potential users. It is, therefore, important that the scope and limitations of this effort are clearly spelled out. It is definitely a selective, not a comprehensive bibliography. Several guidelines and circumstances determined the selection:

First, unless a publication is concerned specifically with working women - as distinguished from women in general - it is not included.

Second, since this bibliography is prepared primarily for persons who teach, conduct research, or are serious students in the general area of working women, it has relatively few entries that will be of interest to the casual reader or to persons seeking specific and pragmatic information or handbooks. The final 600 odd entries were pulled from a potential list of more than 1500, approximately a third of which were rejected after cursory reading, while approximately another third were excluded after more careful review. Not included were publications deemed propagandistic in tenor; containing statements or conclusions generally unsupported by either empirical evidence or theoretical analysis; written in the form of handbooks or "how-to" books (except for certain publications of the U.S. Department of Labor, Women's Bureau); or publications found in popular magazines. Whenever possible, my collaborators and I attempted to limit ourselves to serious studies, refereed journals, government publications, and topical reports.

Third, for the sake of manageability, the project does not include publications which appeared prior to 1960 unless they were deemed of major significance; international studies, or studies conducted outside the United States unless, again, they were deemed exceptionally significant; dissertations unless subsequently published in the form of books or monographs. When a periodically published report or feature article was considered appropriate for the bibliography, we have attempted to annotate the latest available report and have noted that it is an annual publication, or part of a series of periodically published reports. For example, a journal such as the Monthly Labor Review features articles on marital and family characteristics of the labor force and on changes in state labor laws in its April and January issues, respectively. We annotated the last three articles in each category and noted that these were part of a regular yearly series.

Fourth, at the suggestion of the Women's Bureau of the Department of Labor, we made special efforts to search for publications dealing with non-professional women and women of minority groups and with legal developments that impinge on the working woman: e.g., legislation, significant court decisions, and decisions of the Equal Employment Opportunity Commission and the National Labor Relations Board. We originally intended to include state laws, but the lack of uniformity was such that the task of compiling a state-by-state summary and annotation would have overwhelmed the project's budgetary and time constraints. We also made special efforts to search for materials relating women to the labor movement or to labor unions in general.

Fifth, any publication of this nature reflects the biases and expertise of its compilers, and this bibliography is no exception. There is a definite bias to view the issue of working women as one of manpower utilization, and a tendency to view the problem from an economic and sociological perspective rather than from a political or psychological one. The selection of entries will undoubtedly reflect this bias.*

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*There is an excellent annotated bibliography on working women which is more psychological in approach. See Helen S. Astin, Nancy Suniewick, and Susan Dweck. Women - A Bibliography on Their Education and Careers. Washington, D.C.: Human Service Press, 1971.

Also, it should be noted that in some instances publications were excluded simply because they were not available to us--either because they were lost, stolen, or not part of the collection of the various libraries we utilized. Publications that have appeared since summer, 1973, are not included because funding of the project ended at that time.

Finally, regarding the classification of entries it was often necessary to make arbitrary choices between one category and another. In many instances the choices were difficult, and although we used our best judgment in these matters readers may find occasional cause to challenge our judgment.

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HOW THE BIBLIOGRAPHY IS ORGANIZED

To organize the annotations in some meaningful way, each annotation is presented under one, and only one, of the following categories or subcategories:

1. General
2. Historical Development
3. Education and Training
    - 3.1 Counseling and Guidance
    - 3.2 Job Training
    - 3.3 Educational Attainment
    - 3.4 Continuing Education
4. Working Women
    - 4.1 Statistical Profile
    - 4.2 Characteristics of Working Women
    - 4.3 Earnings
    - 4.4 Unions and Working Women
    - 4.5 Attitudes toward Working Women
5. Occupations
    - 5.1 Women in the Professions
    - 5.2 Women in Academia
    - 5.3 Women in Management
    - 5.4 Women in Public Employment

- 5.5 Women in Clerical, Sales and Service Occupations
- 5.6 Women in Semiskilled and Unskilled Trades

6. Special Groups of Women
    - 6.1 Teenagers and Youth
    - 6.2 Working Mothers
    - 6.3 Mature Women
    - 6.4 Minority Women
7. Public Policy
    - 7.1 Major Federal Laws
    - 7.2 EEOC Decisions
    - 7.3 Significant Court Decisions
    - 7.4 NLRB Decisions
    - 7.5 Law Review Articles
    - 7.6 Books, Pamphlets and Miscellaneous Publications
8. Bibliographies

Four indexes have been prepared to assist the user in finding entries of interest. The first index alphabetizes each entry by author. The second alphabetizes each entry by title. A third index parallels the categorization used in presenting the annotations, but it includes additional cross references. Thus an article may be listed in this index not only under the category where its annotation appears, but also under any additional categories for which it has substantial relevance. A fourth index lists each entry under one or more key words. This arrangement should facilitate locating publications quickly by scanning the author, title, key word, or the category index. Each entry also has its own identification number, the first two digits of which correspond to its major category number.

GLOSSARY OF TERMS AND ABBREVIATIONS

Adverse impact	-a standard used by the courts in judging the practical consequences of an employer practice which is neutral on its face. If the neutral practice if found to have a disproportionate negative effect on the hiring and promotion of a minority group, then it may be ruled to be a violation of Title VII.
BFOQ	-bona fide occupational qualification. The burden is on the employer to establish that sex (or age) is a truly bona fide qualification for a job.
EEOC	-Equal Employment Opportunity Commission, a federal commission enpowered by the 1964 Civil Rights Act to hear and investigate complaints regarding sex discrimination in employment, and - since 1972 - also empowered to enforce its decisions and recommendations by court action.
ERA	-Equal Rights Amendment, an amendment to the U.S. Constitution which prohibits discrimination on the basis of sex by federal and state governments. Having passed the House and the Senate, it requires the ratification of 38 states to become the 27th Amendment to the U.S. Constitution.
FEPC	-Fair Employment Practices Commission, a state commission empowered to hear and investigate complaints regarding discrimination on the basis of sex in employment, and to enforce its decisions and recommendations by court action.
FWP	-Federal Woman's Program
NLRB	-National Labor Relations Board, a federal board charged with the administr of the National Labor Relations Act of 1935, and empowered to prevent any person from engaging in unfair labor practices affecting interstate commer as well as hear complaints with regard to unfair labor practices by unions by employers.
NOW	-National Organization for Women, a women's organization.
OFCC	Office of Federal Contracts Compliance, a federal agency in the Department of Labor, charged with the administration of the Executive Orders requirin affirmative action plans of federal contractors who bid or hold contracts valued at $50,000 - or more.

Order 4	-Issued by the Secretary of Labor pursuant to powers granted to him by Executive Order 11346 as amended by Executive Order 11375, it prohibits any federal contractor receiving federal contracts of $50,000 - or more to discriminate on the basis of sex.
Sex-plus doctrine	-an attempt by employers to justify discrimination on the basis of sex by adding some other factor, e.g., an employer may refuse to hire a woman because she is a woman who has small children. The courts have ruled this doctrine to be invalid unless the additional factor is equally applied to men.
SMSA	-Standard Metropolitan Statistical Area
Title VII	-Refers to Title VII of the 1964 Civil Rights Act which prohibits discrimination in employment on the basis of race, color, creed, religious affiliation, national origin, and sex.
WEAL	-Women's Equity Action League, a women's organization.

10001

ADAMS, ELSIE
BRISCOE, MARY LOUISE
UP AGAINST THE WALL MOTHER
BEVERLY HILLS, CALIFORNIA: GLENCOE PRESS, 1971, 393 P. ABRIDGED

A GOOD INTRODUCTORY ANTHOLOGY FOR REEDUCATION. SELECTIONS ARE OF TWO TYPES: 1) EXAMPLES OF FREUDIAN ARGUMENTS AND LOGIC, WHICH DEHUMANIZE AND ASSIGN TO WOMEN MINORITY STATUS; 2) EXAMPLES OF ARGUMENTS BASED ON DETAILED SCIENTIFIC RESEARCH AND SITUATIONAL ANALYSIS WHICH PRESENT A MORE ACCURATE ASSESSMENT OF WOMEN'S STATUS IN AND REACTION TO LIFE IN WESTERN SOCIETY. TOPICS COVERED ARE 1) TRADITIONAL VIEWS OF WOMEN AS THE SECOND SEX, OBJECTS, ENEMIES, AND AS THE ETERNALLY FEMININE; 2) DEFINING THE REAL NATURE OF WOMEN - PERSONALITY, INTELLECT AND SEX WISE; 3) ADJUSTMENTS TO SURVIVE AS THE BETTER HALF AND AS WORKING WOMEN; AND 4) THE PROCESS OF THE MOVE TOWARD FREEDOM. TOUCHES ON BLACKS, INDIANS AND LESBIANS. SELECTIONS ARE FROM RELIGIOUS, LITERARY, SCIENTIFIC, POPULAR MEDIA, AND GOVERNMENT SOURCES. BIBLIOGRAPHIES.

CAREER BARRIERS
PSYCHOLOGICAL BARRIERS
ROLE CONFLICT
SEX-ROLE STEREOTYPES
WOMEN'S LIBERATION
WORKING WIVES

2.0

10002

ADVISORY COMMISSION ON THE STATUS OF WOMEN
CALIFORNIA WOMEN
SACRAMENTO, CA.: STATE OF CALIFORNIA DOCUMENTS SECTION, 1971, 79 P.

THIS REPORT IS A GENERAL DISCUSSION OF CURRENT PROBLEMS OF WOMEN IN CALIFORNIA. AMONG THE TOPICS UNDER CONSIDERATION ARE CHILD CARE, DAY CARE VOCATIONAL TRAINING, TEXTBOOKS, ROLE PERCEPTIONS, AND WOMEN AS PHYSICIANS. THERE IS A SECTION CONTAINING RECOMMENDATIONS FOR FUTURE STATE PLANNING AS WELL AS ONE CONTAINING STATISTICAL DATA. ISSUED BIENNIALLY SINCE 1967.

CALIFORNIA
CHILD CARE
LEGISLATION NEEDS

1.0 GENERAL

10002

3.1,3.2,4.2,6.1

10003

BANCROFT, GERTRUDE
THE AMERICAN LABOR FORCE: ITS GROWTH AND CHANGING COMPOSITION
CENSUS MONOGRAPH SERIES. NEW YORK: JOHN WILEY & SONS, INC, 1958, 256 P.

COMPREHENSIVE STATISTICAL STUDY OF THE FACTORS DETERMINING LABOR FORCE BEHAVIOR AND A STUDY OF THE LONG-RUN TRENDS FROM INFORMATION COLLECTED IN THE CENSUSES OF 1940 AND 1950. CHANGES IN THE PATTERNS OF LABOR FORCE ACTIVITY. CHANGES IN THE UTILIZATION OF WOMEN IN THE LABOR FORCE, TRENDS IN THE PART-TIME LABOR FORCE, FAMILY EMPLOYMENT PATTERNS, AND PROJECTIONS TO 1975.

EMPLOYMENT PATTERNS
EMPLOYMENT TRENDS
LABOR FORCE PARTICIPATION
LABOR SUPPLY
MANPOWER PROJECTIONS
MANPOWER DEMANDS

4.0,4.1

10004

BERNARD, JESSIE
WOMEN AND THE PUBLIC INTEREST: AN ESSAY ON POLICY AND PROTEST
CHICAGO: ALDINE-ATHERTON, INC., 1971, 293 P.

WRITTEN FROM A SOCIOLOGICAL VIEWPOINT, THIS BOOK BRINGS OUT SOME OF THE ISSUES THAT POLICY MAKERS NEED TO CONSIDER REGARDING THE FUNCTIONS OF WOMEN IN OUR SOCIETY. THE FIRST PART OF THE BOOK DEALS WITH RESEARCH FINDINGS AND ANALYSES OF SEXUAL DIFFERENTIATION OF FUNCTIONS AND THE SEXUAL DIVISION OF LABOR. OTHER ISSUES DISCUSSED ARE THE ATTEMPTS TO ADJUST THE LIVES OF WOMEN TO SOCIETY, THE DEMANDS OF WOMEN FOR SOCIETY CHANGES TO ACCOMMODATE THEM, AND SOME PROPOSED WAYS TO DEAL WITH THE PROBLEMS ACCOMPANYING THESE ADJUSTMENTS AND ACCOMMODATIONS.

CHANGING ROLE OF WOMEN
FEMINISM
ROLE PERCEPTION
SEX ROLES

2.0,4.5

1.0 GENERAL

10005

BIRD, CAROLINE
BORN FEMALE
NEW YORK: DAVID MCKAY COMPANY, INC., 1968, 240 P.

THIS BOOK, WRITTEN FROM A FEMINIST VIEWPOINT, DISCUSSES THE HIGH COST TO SOCIETY IN DISCRIMINATING AGAINST WOMEN ON THE JOB. IT DISCUSSES THE MANY AREAS AND WAYS WOMEN ARE DISCRIMINATED AGAINST AND CITES MANY EXAMPLES, INCLUDING THOSE CONCERNING WOMEN IN THEIR FEMININE ROLES AND THOSE CONCERNING WOMEN WHO HAVE CHOSEN TRADITIONALLY MASCULINE CAREERS. INCLUDES AN HISTORICAL REVIEW OF WOMEN'S STRUGGLE FOR EQUAL RIGHTS.

ADVANCEMENT BARRIERS
BLACK WOMEN
DISCRIMINATION
FEMINISM
SEX-ROLE STEREOTYPES
UNDERUTILIZATION OF WOMEN
WOMEN'S RIGHTS

2.0, 4.5

10006

BULLOCK, PAUL
EQUAL OPPORTUNITY IN EMPLOYMENT
LOS ANGELES: INST. OF INDUSTRIAL REL. UNIV. OF CALIF., 1966, 114 P.

THIS WORTHWHILE BOOK CONTAINS A GENERAL DISCUSSION OF EQUAL OPPORTUNITY IN EMPLOYMENT. INCLUDED IS A BRIEF HISTORY OF DISCRIMINATION IN THE WORK PLACE; DISCUSSIONS OF FEDERAL, STATE, AND LOCAL FAIR EMPLOYMENT PRACTICES; PRIVATE EFFORTS BY MANAGEMENT, UNIONS AND COMMUNITIES; AND MERIT EMPLOYMENT.

AFFIRMATIVE ACTION
DISCRIMINATION
FAIR EMPLOYMENT PRACTICES
LABOR UNIONS

4.5, 6.4

10007

CASSARA, BEVERLY BENNER, ED.
AMERICAN WOMEN: THE CHANGING IMAGE
BOSTON: BEACON PRESS, 1962, 141 P.

1.0 GENERAL

10007

THIS SELECTION OF READINGS PRESENTS IMPORTANT AND DIVERSE ISSUES SURROUNDING THE CHANGING STATUS OF WOMEN IN THIS COUNTRY. THE FIRST TWO SECTIONS CONTAIN ARTICLES DISCUSSING PSYCHO-SOCIAL ASPECTS OF WOMEN INCLUDING THEIR ROLE AS HOMEMAKER, MOTHER, TEACHER, AND COMMUNITY VOLUNTEER. A THIRD SECTION ENTITLED, WOMEN AT WORK, CONTAINS ARTICLES ON PROFESSIONAL WOMEN, WOMEN IN INDUSTRY, IN TRADE UNIONS, AND IN EDUCATION.

CHANGING ROLE OF WOMEN
FAMILY CHARACTERISTICS
LABOR UNIONS
LIFE STYLES
SOCIALIZATION
VOLUNTEERS

3.0, 5.0, 5.1, 6.0

10008

CHMAJ, BETTY, E.
AMERICAN WOMEN AND AMERICAN STUDIES
PITTSBURGH: KNOW, INC., 1971, 285 P.

BASED ON THE AMERICAN STUDIES ASSOCIATION QUESTIONNAIRE SENT TO ITS MEMBERS IN 1970. STATISTICAL DATA, SURVEY QUESTIONS, AND QUESTIONEE'S COMMENTS INCLUDED. THE REPORT AND OVER THIRTY ARTICLES COMPREHENSIVELY DISCUSS DISCRIMINATION AND THE POSITION OF WOMEN IN THE VARIOUS DISCIPLINES. AN EXCELLENT SOURCE FOR DATA, COURSE ORGANIZATION, AND GOALS FOR THE SCHOLAR, ACTIVIST, AND INTERESTED PERSON. GOOD BIBLIOGRAPHIES ON LITERATURE, HISTORY, AND ECONOMICS.

BIBLIOGRAPHY
DISCRIMINATION
HIGHER EDUCATION
SEX-ROLE STEREOTYPES
SOCIALIZATION
UNDERUTILIZATION OF WOMEN
WOMEN'S STUDIES

4.1, 4.2, 4.5, 5.2, 6.4, 7.0

10009

DAHLSTROM, EDMUND, ED.
THE CHANGING ROLES OF MEN AND WOMEN
BOSTON, MASS.: BEACON PRESS, 1971, 302 P.

1.0 GENERAL

10009

SIX ARTICLES -- THREE DEAL DIRECTLY WITH WORKING WOMEN. TOPICS COVERED ARE MARRIED WORKING WOMEN AND THEIR FAMILIES, THE POSITION OF WOMEN IN THE LABOR MARKET RELATIVE TO MEN, AND EMPLOYER ATTITUDES. OTHER ARTICLES DISCUSS SEX ROLES AND STEREOTYPING. THE 1968 REPORT TO THE UNITED NATIONS, STATUS OF WOMEN IN SWEDEN, IS INCLUDED.

CHANGING ROLE OF WOMEN
EMPLOYER ATTITUDES
INTERNATIONAL STUDIES
SEX ROLE STEREOTYPES
SOCIALIZATION
STATUS

4.2, 4.5

10010

EPSTEIN, CYNTHIA F.
GOODE, WILLIAM J. EDS.
THE OTHER HALF
ENGLEWOOD CLIFFS, NEW JERSEY: PRENTICE HALL, INC., 1971, 207 P.

IN THEIR CONCERN ABOUT THE EQUALITY OF WOMEN, THE AUTHORS PRESENT STUDIES AND ARTICLES THAT ILLUMINATE THE INTERPLAY BETWEEN THE LARGER SOCIAL STRUCTURES AND THE DAILY INTERACTIONS OF MEN AND WOMEN WITHIN THOSE STRUCTURES. THESE WORKS EMPHASIZE THAT CHANGES ARE ALREADY BEING MADE. THE BOOK CONTAINS SECTIONS ON THE PRESENT POSITION OF WOMEN, PERSPECTIVES, BIOLOGY, PSYCHOLOGY, THE ARTS AND WOMEN'S DESTINY, HOW WOMEN ARE EMPLOYED, THE CHANGING POSITION OF WOMEN IN REVOLUTIONARY SOCIETIES, FEMINIST MOVEMENTS, AND A NEWER LOOK FOR THE 1970'S. INCLUDES OLDER ARTICLES.

CHANGING ROLE OF WOMEN
FEMINISM
SOCIALIZATION
STATUS

2.0

10011

GREER, GERMAINE
FEMALE EUNUCH
NEW YORK: MCGRAW-HILL, 1971, 349 P.

THIS IS A CLASSIC IN THE FIELD OF LITERATURE BY, FOR, AND ABOUT WOMEN. THERE IS ONE CHAPTER ON WORKING WOMEN GIVING

1.0 GENERAL

10011

COMPARISONS OF BRITAIN AND THE UNITED STATES, SHOWING DISCRIMINATORY PROMOTION AND REMUNERATION POLICIES.

DISCRIMINATION
EQUAL PAY
FEMINISM
INTERNATIONAL STUDIES
UNDERUTILIZATION OF WOMEN

10012

GRUBERG, MARTIN
WOMEN IN AMERICAN POLITICS: AN ASSESSMENT AND SOURCEBOOK
OSHKOSH, WISCONSIN: ACADEMIA PRESS, 1968, 336 P.

COMPREHENSIVE WORK DEALING WITH THE ROLE OF WOMEN IN AMERICAN POLITICAL LIFE SINCE 1920. DESCRIPTION OF FEMALE VOTING BEHAVIOR FROM THEN TO THE PRESENT. THE VARIOUS ORGANIZATIONS WHICH REPRESENT POLITICAL INTERESTS OF WOMEN ARE DISCUSSED.

POLITICS
WOMEN'S ORGANIZATIONS

2.0, 5.4

10013

HARBESON, GLADYS E.
CHOICE AND CHALLENGE FOR THE AMERICAN WOMAN
CAMBRIDGE MASS.: SCHENKMAN PUBLISHING COMPANY, INC., 1967, 185 P.

THE AUTHOR IS CONCERNED THAT THERE BE A REDEFINITION OF WOMAN'S ROLE AWAY FROM SOLELY THAT OF WIFE AND MOTHER TO ONE THAT ENCOMPASSES WOMAN AS A CREATIVE MEMBER OF THE LABOR FORCE. IN THIS WAY WOMEN WILL BE ABLE TO SELECT LIFE STYLES MOST APPROPRIATE TO THEMSELVES. ONE CHAPTER DISCUSSES FACTS AND FORECASTS ABOUT THE EMPLOYED WOMAN. LATER CHAPTERS SURVEY THE POTENTIAL CONTRIBUTIONS OF WORKING WOMEN.

CAREER CHOICE
CAREER-MARRIAGE CONFLICT
CHANGING ROLE OF WOMEN
LIFE STYLES
SOCIETAL ATTITUDES

1.0 GENERAL

10013

4.0,4.5

10014

HAYGHE, HOWARD W.
WORK EXPERIENCE OF THE POPULATION IN 1969
MONTHLY LABOR REVIEW, 94 (JANUARY, 1971), 45-52.

STATISTICAL DESCRIPTION OF WORK EXPERIENCE IN 1969. DATA IS PRESENTED ON GENERAL LABOR FORCE PARTICIPATION, UNEMPLOYMENT, WORK EXPERIENCE OF YOUTH, AND EXPERIENCE TRENDS, AND IS BROKEN DOWN BY AGE, SEX, MARITAL STATUS, RACE, STUDENT STATUS, DURATION OF EMPLOYMENT OR UNEMPLOYMENT, AND JOB STATUS. EMPHASIS ON YOUTH.

ETHNIC DIFFERENCES
FAMILY CHARACTERISTICS
LABOR FORCE PARTICIPATION
LABOR MARKET EXPERIENCE
MARITAL STATUS
UNEMPLOYMENT
WORKING WIVES

6.1,4.2,6.4,6.0

10015

HUBER, JOAN, ED.
CHANGING WOMEN IN A CHANGING SOCIETY
AMERICAN JOURNAL OF SOCIOLOGY, 77 (JANUARY, 1973), 763-1061.

THIS ENTIRE ISSUE OF THE AMERICAN JOURNAL OF SOCIOLOGY IS CONCERNED WITH THE CHANGING STATUS OF WOMEN IN THIS SOCIETY. THE EDITOR HAS GATHERED RECENT SOCIOLOGICAL RESEARCH ON WOMEN IN SOCIETY IN THE HOPES OF BEGINNING TO DISPEL PREVALENT MYTHS AND PREJUDICES ABOUT WOMEN. ALTHOUGH MOST OF THE MATERIAL IS DIRECTED TOWARDS OTHER SOCIOLOGISTS, SEVERAL ARTICLES DISCUSS WOMEN IN THE LABOR FORCE AND ARE SEPARATELY ANNOTATED.

BLACK WOMEN
CHANGING ROLE OF WOMEN
MARITAL STATUS
SOCIETAL ATTITUDES
VALUE CHANGE

3.0,4.0,5.0,6.0

1.0 GENERAL

10016

INTERDEPARTMENTAL COMMITTEE ON THE STATUS OF WOMEN
THE CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN
PROGRESS AND PROSPECTS
REPORT OF THE 2ND NATIONAL CONFERENCE OF GOVERNORS' COMMISSIONS
ON THE STATUS OF WOMEN. WASHINGTON D.C.: JULY 28-30, 1965, 80 P.

CONTAINS A FAIR AMOUNT OF STATISTICS AND COVERS A WIDE RANGE OF TOPICS WITH SOME DEPTH. EMPHASIZES THE IMPROVEMENT OF EDUCATION AND THE NEED FOR WOMEN TO VIEW EDUCATION AS AN INVESTMENT, THE NEED FOR WOMEN IN POLITICS, AND THE EXTENSION OF WOMEN'S BENEFITS IN LEGISLATION TO MEN. SUMMARY STATE REPORTS ON THEIR MANY PROJECTS AND TECHNIQUES. DISCUSSION OF THE 1964 CIVIL RIGHTS ACT, TITLE VII PROBLEMS.

ADVANCEMENT BARRIERS
AFFIRMATIVE ACTION
HOUSEHOLD EMPLOYMENT
LEGISLATION NEEDS
POLITICS

6.3

10017

KENISTON, ELLEN
KENISTON, KENNETH
AN AMERICAN ANACHRONISM
AMERICAN SCHOLAR, 33 (SUMMER, 1964), 335-375.

THE MAJORITY OF WOMEN DO NOT RESENT, DO NOT EVEN RECOGNIZE THE SOCIAL BARRIERS TO THEIR EMANCIPATION. THEY ARE IN VOLUNTARY SERVITUDE. WOMEN ARE HISTORICALLY IN THEIR POSITION TODAY DUE TO THE NATURE OF SURVIVAL FOR THE RACE THROUGHOUT HISTORY. ON THIS THESIS, DISCUSSION LEADS TO THE PROBLEMS OF WOMEN IN CREATING TWO ENVIRONMENTS: HOME AND WORK. CULTURAL LAG IS DEFINED; THE SOCIALIZATION PROCESS OF SEXUAL IMAGES IS ILLUSTRATED. THE DEFINITION OF THE MALE AND FEMALE ROLES IN THE 19TH CENTURY IS DISCUSSED. THE CURRENT NEED OF ADULT FEMALE MODELS BY ADOLESCENT GIRLS IS POINTED OUT. POSSIBLE FUTURE ATTITUDES ARE OUTLINED.

CAREER-MARRIAGE CONFLICT
ROLE PERCEPTION
SOCIALIZATION

1.0 GENERAL

10018

KOONTZ, ELIZABETH DUNCAN
THE WOMENS BUREAU LOOKS TO THE FUTURE
MONTHLY LABOR REVIEW, 93 (JUNE, 1970), 3-9.

THIS ARTICLE IS ABOUT THE WOMEN'S BUREAU IN WASHINGTON, D.C., AND THE CURRENT REDEFINITION OF ITS OBJECTIVES IN RESPONSE TO SOCIETAL PRESSURE TO RID OUR SOCIETY OF SEX DISCRIMINATION.

DISCRIMINATION
WOMEN'S BUREAU

10019

AMUNDSEN, KIRSTEN
THE SILENCED MAJORITY: WOMEN AND AMERICAN DEMOCRACY
ENGLEWOOD CLIFFS, N.J.: PRENTICE-HALL, INC., 1971, 184 P.9

THIS BOOK, WRITTEN BY A POLITICAL SCIENTIST, IS AN ATTEMPT TO UNDERSTAND THE DISCRIMINATED POSITION OF WOMAN IN AMERICAN SOCIETY. IT IS THE AUTHOR'S BELIEF THAT A SYSTEMATIC HIERARCHY OF SOCIAL POSITIONS EXISTS WHICH DETERMINE THE CLASS, STATUS AND POWER OF VARIOUS GROUPS OF WOMEN AND WHICH DELIMIT THE OPPORTUNITIES (INCLUDING WORK) AVAILABLE FOR THOSE WOMEN. AWARENESS OF THIS RELATIONSHIP IS IS A PRECONDITION FOR THE DEVELOPMENT OF POLITICAL ACTION AND STRATEGY LEADING TO A CHANGE IN THE STATUS OF WOMEN.

DISCRIMINATION
OCCUPATIONAL SEGREGATION
POLITICAL SCIENCE
ROLE PERCEPTION
SEX ROLES
STATUS
VALUE CHANGE

10020

LIFTON, ROBERT JAY, ED.
THE WOMAN IN AMERICA
BOSTON, MASS.: BEACON PRESS, 1964, 293 P.

TWELVE ARTICLES ON PSYCHOLOGY, HISTORY, CURRENT AND PROJECTED IMAGES OF WOMEN, AND THE WORKING WOMAN. SOME OF THE ARTICLES ARE BASED ON STUDIES; OTHERS ARE DESCRIPTIVE OR HISTORICAL. ONE ARTICLE

1.0 GENERAL

10020

BY ESTER PETERSON SPECIFICALLY DEALS WITH NON-PROFESSIONAL, NON-COLLEGE TRAINED, AND NON-WHITE WORKING WOMEN. THESE WOMEN FORM THE MAJORITY OF THE WORK FORCE.

BLACK WOMEN
EMPLOYMENT
HISTORY OF WOMEN'S EMPLOYMENT
PSYCHOLOGICAL FACTORS
SOCIALIZATION

2.0, 4.0, 5.6, 6.4

10021

LEWIS, EDWIN C.
DEVELOPING WOMAN'S POTENTIAL
AMES, IOWA: THE IOWA STATE UNIVERSITY PRESS, 1968, 389 P.

THIS BOOK IS WRITTEN FROM A PSYCHOLOGICAL PERSPECTIVE AND IS MAINLY WRITTEN FOR PERSONS RESPONSIBLE FOR HELPING WOMEN TO FIND MEANINGFUL CAREERS. IT IS A SYNTHESIS OF RESEARCH DATA AVAILABLE ON WOMEN IN OUR SOCIETY. SELECTED CHAPTERS ARE: THE GIRL GROWS UP, SEX AND ABILITIES, WOMEN IN THE LABOR FORCE, THE WORKING WIFE AND MOTHER, THE EDUCATION OF THE HIGH SCHOOL GIRL, AND THE USE AND ABUSE OF HIGHER EDUCATION FOR WOMEN.

CAREER DEVELOPMENT
CAREER-MARRIAGE CONFLICT
CAREER PLANNING
HIGHER EDUCATION
WORKING WIVES

3.0, 4.0, 6.0

10022

LONG, CLARENCE D.
THE LABOR FORCE UNDER CHANGING INCOME AND EMPLOYMENT.
NATIONAL BUREAU OF ECONOMIC RESEARCH, NUMBER 65, GENERAL SERIES.
PRINCETON: PRINCETON UNIVERSITY PRESS, 1958, 440 P.

THIS COMPREHENSIVE AND CLASSIC WORK DEALS WITH THE RELATIONSHIP BETWEEN THE LABOR FORCE AND CHANGING INCOME AND EMPLOYMENT LEVELS. IT DISCUSSES BOTH THEORIES OF LABOR SUPPLY BEHAVIOR AND EMPIRICAL STUDIES. THERE ARE SEVERAL CHAPTERS DEVOTED TO THE FEMALE LABOR FORCE, EARNINGS, AND LABOR FORCE PARTICIPATION RATES.

1.0 GENERAL

10022

EMPLOYMENT
LABOR FORCE PARTICIPATION
LABOR SUPPLY
UNEMPLOYMENT

2.0, 4.1, 4.2, 4.3

10023

MEAD, MARGARET
KAPLAN, FRANCES BALGLEY, EDS
AMERICAN WOMEN
THE REPORT OF THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN
AND OTHER PUBLICATIONS OF THE COMMISSION. NEW YORK: CHARLES
SCRIBNER'S SONS, 1965, 274 P.

THIS IS A REVISION OF THE 1963 WORK CONTAINING UPDATED REPORTS AND RECOMMENDATIONS OF COMMITTEES ON EDUCATION, EMPLOYMENT, PROTECTIVE LABOR LEGISLATION, SOCIAL INSURANCE AND TAXES, LEGAL RIGHTS AND WOMEN IN PUBLIC OFFICE. THE EPILOGUE BY MEAD IS WORTHWHILE.

EMPLOYMENT
LEGISLATION NEEDS
PROTECTIVE LAWS
STATUS

4.0

10024

MORGAN, ROBIN, ED.
SISTERHOOD IS POWERFUL
NEW YORK: VINTAGE BOOKS, 1970, 602 P.

AN ANTHOLOGY OF WRITINGS FROM THE WOMEN'S LIBERATION MOVEMENT. ALL HIGHLY CRITICAL, SOME ARE SCHOLASTIC STUDIES, VERBAL REPORTS, DOCUMENTS, LITERATURE, POETRY. THE BOOK DEFENDS THE THESIS THAT WOMEN ARE AN OPPRESSED GROUP AND SECONDARY CITIZENS IF NOT WORSE. IT IS AIMED AT CREATING AN IDEOLOGY WHICH WILL ORGANIZE WOMEN TO FIGHT BACK TOGETHER.

DISCRIMINATION
FEMINISM
ROLE PERCEPTION
WOMEN'S LIBERATION

2.0

1.0 GENERAL

10025

NATIONAL MANPOWER COUNCIL
WOMANPOWER. A STATEMENT AND RECOMMENDATIONS.
NEW YORK: COLUMBIA UNIVERSITY PRESS, 1957, 39 P.

AN OVERVIEW AND A STATISTICAL DESCRIPTION OF WOMANPOWER RESOURCES AND UTILIZATION FROM ABOUT 1900 TO 1955. CHANGES IN FEMALE EMPLOYMENT ARE RELATED TO FAMILY CHARACTERISTICS AND MARRIAGE, ECONOMIC AND SOCIAL STATUS, HISTORICAL EVENTS, AGE, EXPERIENCE, EDUCATION, KINDS OF EMPLOYMENT, SOCIETAL ATTITUDES, CHANGES IN MANPOWER NEEDS. SOME COMPARISONS WITH THE MALE WORK FORCE, A PROJECTION OF MANPOWER NEEDS, AND 20 SUGGESTIONS FOR EXPANDING OPPORTUNITIES AND EFFECTIVE DEVELOPMENT OF WOMANPOWER ARE MADE.

CAREER OPPORTUNITIES
EMPLOYMENT TRENDS
MANPOWER DEVELOPMENT
MATURE WOMEN WORKERS

2.0, 3.1, 3.2, 4.0, 4.2, 4.5, 6.0

10026

PHELPS, CHARLOTTE
IS THE HOUSEHOLD OBSOLETE?
AMERICAN ECONOMIC REVIEW 62 (MAY, 19726), 167-174.

THIS INTERESTING PAPER OFFERS A THEORY OF HOUSEHOLD FORMATION BY POSTULATING:

1. THE DETERMINANTS OF A PERSON'S ABILITY TO GIVE AND RECEIVE LOVE AND THE DETERMINANTS OF A PERSON'S LEVEL OF SELF-RESPECT.
2. THE LINKAGES BETWEEN THE DETERMINANTS OF THE ABILITY TO GIVE AND RECEIVE LOVE AND THE DETERMINANTS OF THE LEVEL OF SELF-RESPECT
3. THE CONDITIONS FOR HOUSEHOLD EQUILIBRIUM.

THE AUTHOR PREDICTS THAT THE IMPACT OF CHANGES IN ECONOMIC CONDITONS DEPEND ON WHAT EACH HOUSEHOLD MEMBER THINKS THE OTHER PERSON'S INTENTIONS ARE; I.E., THERE WILL BE WIDE VARIATIONS IN THE HOUSEHOLD RESPONSE TO THESE CHANGES.

REASONS WOMEN WORK
WORK COMMITMENT

4.0

10027

REEVES, NANCY

1.0 GENERAL

10027

WOMANKIND
CHICAGO: ALDINE-ATHERTON, INC., 1971, 434 P.

THE AUTHOR PUTS THE MODERN STEREOTYPES OF WOMEN TO THE TESTS OF LOGIC, HISTORY, AND CROSS-CULTURAL DESIGN. THE STEROTYPES FALL THE TEST; WOMEN'S RELATIONSHIPS ARE SEEN NOT TO BE DECREED BY HISTORY, ANATOMY, OR FEMININE PSYCHOLOGY.

FEMINISM
SEX-ROLE STEREOTYPES

2.0, 4.5

10028

RIESCHE, DIANA, ED.
WOMEN AND SOCIETY
THE REFERENCE SHELF. NEW YORK: THE H. W. WILSON COMPANY, 1972, 224 P.

A SERIES OF SHORT DESCRIPTIVE ARTICLES (REPRINTS) DEALING WITH ALL ASPECTS OF WOMEN. WORK ORIENTED ARTICLES INCLUDE: THE PROBLEMS OF WORKING MOTHERS; WOMEN AND EDUCATION; EASING OF JOB BIAS AND DISCRIMINATION; STATUS OF WOMEN. SOURCES FOR DATA ARE NOT ALWAYS GIVEN. POORLY EDITED.

DISCRIMINATION
EMPLOYMENT PATTERNS
FEMINISM
SOCIETAL ATTITUDES

4.5, 6.2

10029

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
EXPLODING THE MYTHS
CONFERENCE ON EXPANDING EMPLOYMENT OPPORTUNITIES FOR CAREER WOMEN.
HELD IN LOS ANGELES, CALIFORNIA, DECEMBER 3, 1966, WASHINGTON, D. C.:
UNITED STATES GOVERNMENT PRINTING OFFICE, 1967, 68 P.

THIS PAMPHLET CONTAINS PROCEEDINGS FROM A CONFERENCE HELD TO EXPLORE MEANS BY WHICH OPPORTUNITIES CAN BE EXPANDED FOR THE TRAINING AND EMPLOYMENT OF WOMEN IN PROFESSIONAL AND TECHNICAL JOBS TO STIMULATE THE EXPANSION OF CONTINUING EDUCATION PROGRAMS AND TO DRAW ATTENTION TO MYTHS ABOUT WOMEN WORKERS. THE DISCUSSIONS ARE OPTIMISTIC AND DESCRIPTIVE BUT NOT VERY INFORMATIVE.

1.0 GENERAL

10029

CAREER OPPORTUNITIES
DISCRIMINATION
SEX-ROLE STEREOTYPES

3.1, 3.4

10030

UNITED STATES DEPARTMENT OF LABOR, MANPOWER ADMINISTRATION
MANPOWER REPORT OF THE PRESIDENT
WASHINGTON, D. C.: UNITED STATES GOVERNMENT PRINTING OFFICE, MARCH 1972, 253 P.

THE TENTH ANNUAL REPORT OF THE UNITED STATES DEPARTMENT OF LABOR DESCRIBING MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING IN THE UNITED STATES. THE REPORT IS DIVIDED INTO THREE PARTS. THE FIRST PART, THE EMPLOYMENT RECORD, DEALS WITH EMPLOYMENT PATTERNS AND DEVELOPMENTS AND WITH UNEMPLOYMENT AND UNDEREMPLOYMENT. PART II, MANPOWER POLICY AND PROGRAMS, DEALS WITH EDUCATION, TRAINING AND WORK EXPERIENCE PROGRAMS. THE FINAL SECTION CONCERNS MANPOWER RESEARCH AND EXPERIMENTATION. STATISTICS. PUBLISHED ANNUALLY.

EMPLOYMENT PATTERNS
FEDERALLY ASSISTED PROGRAMS
MANPOWER DEVELOPMENT
UNEMPLOYMENT

3.2

10031

UNITED STATES DEPARTMENT OF LABOR. MANPOWER ADMINISTRATION
WOMANPOWER POLICIES FOR THE 1970'S
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1967, 40 P.

THIS PAMPHLET CONTAINS PROCEEDINGS FROM A 1967 SEMINAR ON WOMANPOWER POLICIES FOR THE 1970'S ORGANIZED AROUND A COMPREHENSIVE SPEECH BY DR. WILBUR COHEN. AMONG THE AREAS DISCUSSED ARE FUTURE TRENDS IN FEMALE EMPLOYMENT AND FUTURE DEMANDS FOR WORKERS (PARTICULARLY IN THE HEALTH FIELDS). A QUESTION-ANSWER SECTION COVERS ISSUES OF IMPORTANCE BEYOND THE BODY OF THE PROCEEDINGS.

DISCRIMINATION
EMPLOYMENT TRENDS
PART-TIME EMPLOYMENT

1.0 GENERAL

10031

3.0,3.1,3.4

10033

THOMPSON, MARY LOU, ED.
VOICES OF THE NEW FEMINISM
BOSTON: BEACON PRESS, 1970, 246 P.

THIS BOOK OF READINGS, UNDER THE AUSPICES OF THE UNITARIAN UNIVERSALIST WOMEN'S FEDERATION, IS A GENERAL DISCUSSION OF THE FEMINIST MOVEMENT TODAY AND THE CHANGING ROLE OF WOMEN. THE AUTHORS DO NOT ALL AGREE IN THEIR THEORIES ON THE NEW FEMINISM, BUT EACH SPEAKS OF THE INEQUITIES FACING WOMEN, AND A NUMBER OF REMEDIES ARE OFFERED. AREAS DISCUSSED INCLUDE: HISTORY AND IDEOLOGY OF THE WOMEN'S MOVEMENT, BLACK WOMEN, LEGISLATION, EDUCATION, AND A PROGRAM FOR THE FUTURE. THERE ARE NO DISCUSSIONS ON WORKING WOMEN SPECIFICALLY.

CHANGING ROLE OF WOMEN
BLACK WOMEN
FEMINISM

2.0,6.4

10034

TOBIAS, SHEILA
KUSNETZ, ELLA
SPITZ, DEBORAH
SELECTED PROCEEDINGS OF THE CORNELL CONFERENCE ON WOMEN
JANUARY 22-25, 1969. PITTSBURGH, PENNSYLVANIA: KNOW. INC., 1970.

WORKSHOP TOPICS INCLUDE CHANGING STRUCTURES, POLITICAL AND ECONOMIC BASIS AND ASPECTS OF DISCRIMINATION, EDUCATION, SEX ROLES AND LIFE PATTERNS OF WOMEN, BIRTH CONTROL AND ABORTION LAWS, THE BLACK WOMEN'S MOVEMENT. REFLECTING THE POLITICAL CLIMATE OF CORNELL AT THE TIME, THESE PROCEEDINGS CONTAIN A FAIR AMOUNT OF POLEMICS.

BLACK WOMEN
CHANGING ROLE OF WOMEN
DISCRIMINATION
FEMINISM
SOCIETAL ATTITUDES

6.4

10035

1.0 GENERAL

10035

UNITED STATES CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN.
RECOMMENDATIONS OF THE FOUR TASK FORCES OF THE CITIZENS ADVISORY
COUNCIL ON THE STATUS OF WOMEN.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1968, 23 P.

THE RECOMMENDATIONS FALL IN FOUR MAJOR CATEGORIES: FAMILY LAW AND POLICY; HEALTH AND WELFARE; LABOR STANDARDS; AND SOCIAL INSURANCE AND TAXES.

7.6

10036

UNITED STATES CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN.
AMERICAN WOMEN 1963-1968
REPORT OF THE INTERDEPARTMENTAL COMMITTEE ON THE STATUS OF WOMEN.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1968, 31 P.

AN ACCOUNT OF THE CURRENT PROBLEMS OF THE AMERICAN WOMAN. THESE INCLUDE EDUCATION, HOME, EMPLOYMENT, LABOR AND INCOME, LEGAL RIGHTS, THE LAW, AND HEALTH.

EMPLOYMENT
WOMEN'S RIGHTS

3.0, 4.0

10037

UNITED STATES CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN.
WOMEN IN 1971
WASHINGTON D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, JANUARY
1972, 61 P.

A BRIEF REVIEW OF GAINS MADE FOR EQUALITY IN THE AREAS OF EDUCATION, EMPLOYMENT AND MARRIAGE THROUGH CONGRESSIONAL ACTS AND SUPREME COURT DECISIONS. DISCUSSES CHILD CARE AND MATERNITY BENEFITS. INCLUDES THE COUNCIL'S RECOMMENDATIONS, A LIST OF WOMEN NEW TO G.S. 16 OR ABOVE FROM 1969-1970, A LIST OF ORGANIZATIONS SUPPORTING THE EQUAL RIGHTS AMENDMENT, THE COUNCIL'S PAPER ON THE EQUAL RIGHTS ACT AND ALIMONY AND CHILD SUPPORT LAWS.

MATERNITY LEAVE
TITLE VII
EQUAL RIGHTS AMENDMENT
CHILD CARE

1.0 GENERAL

10037

FEDERAL EMPLOYMENT

5.4

10038

VELD-LANGEVELD, H.M. IN 'T
VROUW - BEROEP - MAATSCHAPPIJ, ANALYSE VAN EEN VERTRAAGDE EMANCIPATIE
UTRECHT: UITGEVERIJ BIJLEVELD, 1969, 360 P.

A COMPREHENSIVE WORK ON THE SUBJECT OF WORKING WOMEN IN THE NETHERLANDS. WRITTEN IN DUTCH, THE BOOK INCLUDES DISCUSSIONS ON THE STRUGGLE FOR EQUALITY, THE OCCUPATIONAL STRUCTURE, ROLE CONFLICT, THE ORGANIZATIONAL CONTEXT, THE LABOR MOVEMENT, THE ROLE OF GOVERNMENT CAREER COUNSELING, CAREER CHOICE, AND EDUCATION.

CAREER COUNSELING
CAREER CHOICE
ROLE CONFLICT
OCCUPATIONS

10039

WOMEN TODAY
WASHINGTON D.C.: TODAY PUBLICATIONS AND NEWS SERVICE, 1970, 8 P.

THIS NEWS LETTER, WHICH IS PUBLISHED TWICE A MONTH CONTAINS UP-TO-DATE INFORMATION AND NEWS ON STATE AND NATIONAL POLITICAL AND ECONOMIC ISSUES, LEGISLATION, AND CASES AFFECTING WOMEN; SYMPOSIUMS, SEMINARS, ARTICLES AND BOOKS, AWARDS TO WOMEN, WOMEN'S GROUPS, CAREER OPPORTUNITIES, ACADEMIA, AND AFFIRMATIVE ACTION. INCLUDES SOME STATISTICS.

CAREER OPPORTUNITIES
EDUCATIONAL OPPORTUNITIES
AFFIRMATIVE ACTION
PROFESSIONAL CAUCUSES
PROTECTIVE LAWS
WOMEN'S LIBERATION

7.6

10040

ROSSI, ALICE S.

1.0 GENERAL

10040

EQUALITY BETWEEN THE SEXES.
DAEDALUS, 93 (SPRING, 1964), 607-665.

THE AUTHOR'S MAJOR THEMES IN THIS ARTICLE ARE THAT COMPLETE EQUALITY BETWEEN THE SEXES IS NOT ONLY DESIRABLE BUT FEASIBLE, THAT FULL-TIME MOTHERHOOD DOES NOT ALLOW A WOMAN TO DEVELOP HER POTENTIAL, AND THAT DEMOGRAPHIC CHANGES WILL RESULT IN MUCH NEEDED CHANGES IN THE TRADITIONAL LIFE CYCLE OF A WOMAN. SHE CRITIQUES THE SOCIAL SCIENCES AND PSYCHIATRY FOR POSING OBSTACLES TO THIS QUEST FOR EQUALITY, AND CITES DATA AND STUDIES WHICH SHOW THAT, CONTRARY TO THE MATERNAL DEPRIVATION THEORY, THE QUALITY OF CHILD CARE RATHER THAN CONSTANT CHILD CARE IS IMPORTANT.

CHILD CARE
CHILDREN
PSYCHOLOGICAL FACTORS
ROLE CONFLICT
SEX-ROLE STEREOTYPES
SOCIALIZATION

6.2

10041

UNITED STATES PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN
AMERICAN WOMEN
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
1963, 86P.

REPORTS OF COMMITTEES OF THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN ON: EDUCATION AND COUNSELING, HOME AND COMMUNITY, EMPLOYMENT, LABOR STANDARDS, SECURITY OF BASIC INCOME, WOMEN UNDER THE LAW AND WOMEN AS CITIZENS. USES CHARTS, GRAPHS AND STATISTICS TO DOCUMENT THEIR PROPOSALS FOR CHANGE, AND TO NOTE CHANGES ALREADY UNDERWAY.

CHANGING ROLE OF WOMEN
EMPLOYMENT
LEGISLATION NEEDS

2.0 HISTORICAL DEVELOPMENT

2.0 HISTORICAL DEVELOPMENT

20001

ABBOTT, EDITH
WOMEN IN INDUSTRY
NEW YORK: D. APPLETON AND COMPANY, 1926, 409 P.

THIS CLASSIC VOLUME IS ONE OF THE EARLIEST SYSTEMATIC ATTEMPTS AT DOCUMENTING THE HISTORY OF WOMEN'S EMPLOYMENT, FROM THE TIME PRECEDING THE FACTORY SYSTEM, THROUGH THE COLONIAL SYSTEM, THE COTTON INDUSTRY, AND INTO THE EARLY MILL MANUFACTURING ERA IN ENGLAND AND IN THE UNITED STATES. THERE ARE ALSO CHAPTERS ON WOMEN'S WAGES AND PUBLIC OPINION OF THE WORKING WOMAN.

HISTORY OF WOMEN'S EMPLOYMENT
SOCIETAL ATTITUDES

1.0

20002

BAKER, ELIZABETH FAULKNER
TECHNOLOGY AND WOMAN'S WORK
NEW YORK: COLUMBIA UNIVERSITY PRESS, 1964. 460 P.

DISCUSSION OF WOMEN'S ROLE IN THE WORK FORCE FOR THE PAST 160 YEARS. SOCIAL, ECONOMIC AND PHYSICAL OBSTACLES. CHANGES IN WOMEN'S PROFESSIONS FROM TRADITIONAL OCCUPATIONS TO MORE EXECUTIVE OCCUPATIONS SUCH AS FACTORY WORK, COMPUTER RELATED PROFESSIONS, SALES, EDUCATION, AND NURSING.

CHANGING ROLE OF WOMEN
NURSING
PROTECTIVE LAWS
TECHNOLOGY

4.0, 7.0

20003

MILLETT, KATE
SEXUAL POLITICS
NEW YORK: DOUBLEDAY AND COMPANY, INC., 1970, 393 P.

A DISCUSSION OF THE POLITICAL AND IDEOLOGICAL STRUCTURE OF SOCIETY IN THE 19TH AND 20TH CENTURY WHICH SUPPORT A PARTICULAR LIFE STYLE. IT TOUCHES ON SAMPLES OF MODERN LITERATURE WHICH PERPETUATES THE MASCULINE CONSCIOUSNESS OF DEMEANING WOMEN. A CLASSIC WORK, BUT NOT DIRECTLY RELEVANT TO WORKING WOMEN.

2.0 HISTORICAL DEVELOPMENT

20003

POLITICS
SOCIALIZATION

1.0

20004

PINCHBECK, IVY
WOMEN WORKERS AND THE INDUSTRIAL REVOLUTION: 1750-1850.
NEW YORK: AUGUSTUS M. KELLEY PUBLISHERS, 1969, 342 P.

HISTORY OF THE EFFECTS, IN ENGLAND, OF EARLY INDUSTRIALISM ON WOMEN'S EMPLOYMENT. SOCIAL AS WELL AS ECONOMIC CONDITIONS THAT FORCED OR PERMITTED WOMEN TO ENTER THE LABOR MARKET ARE DESCRIBED, I.E. THE POOR LAWS, DECLINE OF COTTAGE INDUSTRY, ENCLOSURE OF FARM LAND, SEPARATION OF HOME AND BUSINESS PREMISES.

HISTORY OF WOMEN'S EMPLOYMENT
INTERNATIONAL STUDIES
SOCIALIZATION

1.0

20005

PRICE, HAZEL M.
WOMEN'S CONTRIBUTION TO INDUSTRIAL DEVELOPMENT IN AMERICA.
ECONOMICS SERIES NO. 2. HAYS, KANSAS: FORT HAYS KANSAS STATE
COLLEGE, MARCH, 1962, 72 P.

A CURSORY HISTORY OF WOMEN'S OCCUPATIONS AND EMPLOYMENT IN AMERICA FROM THE HOME BASED INDUSTRIES OF COLONIAL TIMES TO THE MANY OCCUPATIONS OF WOMEN TODAY. INCLUDES UNIONS, LAWS, AND BUSINESS WOMEN. IS BASED PRIMARILY ON SECONDARY SOURCES, BUT USES A BROAD DEFINITION OF EMPLOYMENT.

BLACK WOMEN
HISTORY OF WOMEN'S EMPLOYMENT
LABOR UNIONS

5.0

20006

RIEGEL, ROBERT E.
AMERICAN WOMEN
RUTHERFORD: FAIRLEIGH DICKINSON UNIVERSITY PRESS, 1970, 376 P.

2.0 HISTORICAL DEVELOPMENT

20006

COVERS THE HISTORY OF WOMEN FROM THE END OF THE 18TH CENTURY TO 1970. DISCUSSES THE CONCEPTS OF FEMINITY, MARRIAGE, THE WORKING WOMAN, THE PROFESSIONAL WOMAN, AND THE SUFFRAGE MOVEMENT.

CHANGING ROLE OF WOMEN
FEMINISM

20007

SANDLUND, MAJ-BRITT
THE STATUS OF WOMEN IN SWEDEN
REPORT TO THE UNITED NATIONS, 1968, STOCKHOLM, SWEDEN: THE SWEDISH INSTITUTE, 1968, 103 P.

A VERY COMPREHENSIVE REPORT CONTAINING A HISTORY OF WOMEN'S STATUS IN SWEDEN UP TO PRESENT DAY DEVELOPMENTS AND A REVIEW OF CURRENT EFFORTS FOR PROMOTION OF SEXUAL EQUALITY. THERE ARE DETAILED ACCOUNTS OF REFORMS IN EDUCATION, FAMILY LAW, FAMILY POLICY, SERVICE TO FAMILIES, SOCIAL INSURANCE, TAXATION OF FAMILIES, AND LABOR MARKET POLICY. WELL WRITTEN, SOME PRIMARY STATISTICAL DATA.

CHANGING ROLE OF WOMEN
CHILD CARE
INTERNATIONAL STUDIES
ROLE PERCEPTION
SOCIALIZATION

4.0

20008

SCOTT, ANNE FIROR, ED.
THE AMERICAN WOMAN: WHO WAS SHE?
ENGLEWOOD CLIFFS, N. J.,: PRENTICE-HALL, INC. 1971, 182 P.

SERIES OF DOCUMENTS WHICH EMPHASIZES THE CHANGING ROLE OF WOMEN IN AMERICAN SOCIETY AND THE CHANGES IN WOMEN'S EDUCATION, THEIR PATTERNS OF WORK, THEIR PARTICIPATION IN REFORM MOVEMENTS, AND THEIR VIEWS ON FAMILY LIFE FROM THE MID-NINETEENTH CENTURY TO THE PRESENT.

CHANGING ROLE OF WOMEN
FEMINISM

2.0 HISTORICAL DEVELOPMENT

20008

HISTORY OF WOMEN'S EDUCATION

20009

YOUNG, LOUISE M., ED.
WOMEN'S OPPORTUNITIES AND RESPONSIBILITIES.
THE ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE.
251 (MAY, 1947), 1-224.

A COMPREHENSIVE SURVEY REVIEWING THE POSITION OF WOMEN, HOW CHANGING ECONOMIC, SOCIAL, POLITICAL, INSTITUTIONAL, AND CULTURAL PATTERNS WERE AFFECTING WOMEN. SOME ESSAYS ARE HIGHLY STATISTICAL AND DESCRIPTIVE. OTHERS ATTEMPT TO PROVIDE FRAMEWORKS FOR PROBLEM SOLVING, ESPECIALLY WITH REGARDS TO THE NATURE OF FAMILY UNIT, WOMEN'S ROLES AND PERSONALITIES. INCLUDES SECTIONS ON EDUCATION, THE SEARCH FOR VALUES, POLITICAL PARTICIPATION, UNIONS AND THE LABOR FORCE. HAVING LIVED THROUGH THE FIRST FOUR DECADES OF THE 1900'S, THESE AUTHORS' WORKS CONVEY DIFFERENT FEELING, EMPHASIS, AND FRAME OF REFERENCE THAN DO WORKS BY PRESENT DAY WRITERS. GOOD AS SOCIAL HISTORY.

CHANGING ROLE OF WOMEN
HISTORY OF WOMEN'S EMPLOYMENT

1.0, 4.0, 4.4

20010

CHAFE, WILLIAM H.
THE AMERICAN WOMEN. HER CHANGING SOCIAL, ECONOMIC, AND POLITICAL ROLES, 1920 - 1970.
NEW YORK: OXFORD UNIVERSITY PRESS, 1972, 351P.

THIS AMBITIOUS STUDY IS A COMPETENT EXAMINATION OF THE CHANGES THAT HAVE TAKEN PLACE IN THE STATUS AND THE SOCIAL, ECONOMIC, AND POLITICAL ROLES OF WOMEN FROM 1920 TO 1970. ITS PRINCIPAL ASSUMPTION IS THAT SEXUAL INEQUALITY IS ROOTED WITHIN THE SOCIAL STRUCTURE ITSELF THROUGH THE ALLOCATION OF DIFFERENT SPHERES OF RESPONSIBILITIES TO MEN AND WOMEN. THE METHODOLOGY EMPLOYED HERE IS NOT THE GATHERING OF EMPIRICAL DATA AND STATISTICAL ANALYSES, BUT THE ANALYSIS OF PUBLIC PERCEPTIONS THROUGH WRITINGS OF THE TIME, MAGAZINES, PUBLIC OPINION SURVEYS, ETC. A NICE BIBLIOGRAPHY ON EARLY (1920-1950) WRITINGS ON WOMEN.

CHANGING ROLE OF WOMEN

2.0 HISTORICAL DEVELOPMENT

20010

FEMINISM
ROLE PERCEPTION

4.5

20011

SINCLAIR, ANDREW
THE BETTER HALF. THE EMANCIPATION OF THE AMERICAN WOMAN.
NEW YORK: HARPER AND ROW, PUBLISHERS, 1965, 401P.

A HISTORICAL NARRATIVE OF THE STRUGGLE FOR WOMEN'S RIGHTS IN AMERICA FROM THE DAYS OF THE PILGRIMS TO THE PRESENT. IT DISCUSSES THE SUFFRAGE MOVEMENT, WORKING WOMEN, AND LABOR UNIONS.

CHANGING ROLE OF WOMEN
FEMINISM

4.4

3.0 EDUCATION AND TRAINING

30001

BEASLEY, INA M.
EDUCATION IS THE KEY FOR WOMEN
ANNALS OF THE AMER. ACAD. OF POL. & SOC. SCI., 375 (JANUARY, 1968), 154-162.

A DISCUSSION OF THE IMPACT OF EDUCATION OF WOMEN ON THEIR CONTRIBUTION TO SOCIETY, NOTING CHANGES IN THE DEVELOPING AS WELL AS THE DEVELOPED SOCIETIES. THE IMPACT HAS TAKEN THE FORM OF INCREASING PARTICIPATION AND RESPONSIBILITY IN GOVERNMENT, A LARGER SHARE IN THE PROFESSIONS, AND GROWTH IN SCIENTIFIC STUDIES.

INTERNATIONAL STUDIES

30002

CLESS, ELIZABETH
A MODEST PROPOSAL FOR THE EDUCATING OF WOMEN
THE AMERICAN SCHOLAR, 30 (AUTUMN, 1969), 618-627.

3.0 EDUCATION AND TRAINING

30002

CRITICIZING THE STRUCTURE OF COLLEGE EDUCATION, WHICH IS ESSENTIALLY TAILORED TO THE MALE LIFE AND EDUCATION PATTERNS, THE AUTHOR MAKES THE FOLLOWING PROPOSALS TO ACCOMMODATE WOMEN: 1) ADMISSIONS TO GRADUATE PROGRAMS AND PH.D. REQUIREMENTS SHOULD TAKE INTO ACCOUNT THE LIFE LEARNING OF WOMEN DURING THEIR EARLY MARRIAGE AND CHILDBEARING PERIODS, 2) RESIDENCE REQUIREMENTS SHOULD BE RECONSIDERED. SHE NOTES THAT WOMEN'S INTEREST GENERALLY CHANGES BETWEEN THE AGES OF THIRTY AND FORTY.

EDUCATIONAL BARRIERS
GRADUATE EDUCATION

5.2

30003

FRIDERICH, N. M.
ACCESS TO EDUCATION AT ALL LEVELS
ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE,
375 (JANUARY, 1968), 133-144.

EVEN THOUGH WOMEN ARE ENJOYING EVER INCREASING PARTICIPATION IN THE BENEFITS OF EDUCATION, THEY ARE FAR FROM HAVING REACHED EQUAL STATUS WITH MEN. AT THE VARIOUS LEVELS OF INSTRUCTION, THE SITUATION VARIES CONSIDERABLY DEPENDING ON THE AREA OF THE WORLD AND THE COUNTRY. TAKING A CROSS CULTURAL APPROACH, THE AUTHOR DISCUSSES THE PROBLEMS OF PRIMARY EDUCATION, SECONDARY EDUCATION AND HIGHER EDUCATION FOR WOMEN. FEMALE ILLITERACY IS GREATER THAN AMONG MEN. SHE FEELS THAT THE EFFORTS AT ASSURING LITERACY MUST BE INTENSIFIED, JUST AS THE OPPORTUNITY TO ENTER INCREASINGLY VARIED PROGRAMS OF EXTRACURRICULAR INSTRUCTION MUST BE MADE MORE READILY AVAILABLE.

HIGHER EDUCATION
INTERNATIONAL STUDIES
SECONDARY EDUCATION

3.1, 3.3

30004

SHARP, LAURE M.
EDUCATION AND EMLOYMENT: THF EARLY CAREERS OF COLLEGE GRADUATES.
BALTIMORE: THE JOHNS HOPKINS UNIVERSITY PRESS, 1970, 162 P.

A FIVE YEAR COHORT STUDY OF 32,000 B.A. AND M.A. RECIPIENTS IN 1958 WAS MADE TO ASCERTAIN THE RELATION OF SEX DIFFERENCES IN

3.0 EDUCATION AND TRAINING

30004

UNDERGRADUATE MAJOR, GRADUATE STUDY PATTERNS, AND CAREER PATTERNS TO DIFFERENCES IN LIFE CYCLES AND STYLES, BACKGROUNDS AND EMPLOYMENT. RESULTS INDICATED THAT EDUCATION, EMPLOYMENT, AND CAREER PATTERNS HAVE CHANGED AS YOUNG FAMILY LIFE STYLES HAVE CHANGED, THAT FEMALE AND MINORITY TALENT IS LOST DUE TO SCREENING PROCEDURES, THAT THERE IS A LACK OF COMMUNICATION AND INTERACTION BETWEEN THE BUSINESS AND ACADEMIC COMMUNITIES THAT NEED NOT EXIST, AND THAT A PERSON'S UNDERGRADUATE MAJOR HAS THE GREATEST IMPACT ON CAREER OUTCOME. INCLUDES STATISTICS, TABLES, AND NOTES ON METHODOLOGY. MATERIAL NOW DATED, BUT A SIGNIFICANT STUDY.

CAREER DEVELOPMENT
COLLEGE GRADUATES
EDUCATIONAL BARRIERS
EDUCATIONAL POLICY
EMPLOYMENT
HIGHER EDUCATION
LIFE STYLES
ROLE PERCEPTION

6.4, 4.1, 3.3, 3.4, 5.0

30005

THE EDUCATION OF WOMEN FOR SOCIAL AND POLITICAL LEADERSHIP
A SYMPOSIUM AT SOUTHERN METHODIST UNIVERSITY, DALLAS: SOUTHERN METHODIST UNIVERSITY PRESS, 1967, 87P.

DURING S.M.U.'S SEMI-CENTENIAL YEAR, THE WOMEN'S COMMITTEE AND ASSOCIATED WOMEN STUDENTS BROUGHT TOGETHER A SELECT GROUP OF ARTICULATE WOMEN STUDENTS ATTENDING TEXAS COLLEGES AND UNIVERSITIES TO TALK WITH WOMEN LEADERS IN THE FIELDS OF EDUCATION AND PUBLIC AFFAIRS. THE GOAL WAS TO MOTIVATE WOMEN TO LEADERSHIP IN SOCIAL AND POLITICAL MATTERS AND TO EXAMINE THE OBLIGATION OF THE UNIVERSITY TO EDUCATE FOR CITIZENSHIP OBLIGATIONS. THIS WAS DONE BY CENTERING ON THE UNIVERSITY'S ROLE TO REEDUCATE WOMEN WITH REGARDS TO THEIR SELF IMAGE AND THEIR STATUS IN HISTORY, AND THE UNIVERSITY'S OBLIGATION TO ACCOMMODATE THE NEEDS OF WOMEN.

HIGHER EDUCATION
CAREER BARRIERS
POLITICS

5.2

30006

GINSBURG, RUTH BADER

3.0 EDUCATION AND TRAINING

30006

TREATMENT OF WOMEN BY THE LAW: AWAKENING CONSCIOUSNESS IN THE LAW SCHOOLS.
VALPARAISO UNIVERSITY LAW SCHOOL. 5 (1971) 480-488

ACCORDING TO THIS ARTICLE, LAW SCHOOLS CAN CONTRIBUTE SIGNIFICANTLY TO THE AWAKENING PROCESS ESSENTIAL TO SHORTEN THE DISTANCE BETWEEN WOMEN AND EQUAL OPPORTUNITY. WITH INCREASING FEMALE ENROLLMENT AND A START TOWARD ACADEMIC ATTENTION TO SEX BASED DISCRIMINATION, LAW SCHOOLS ARE BECOMING MORE ATTUNED TO THE NEEDS OF THEIR WOMEN STUDENTS.

WOMEN IN LAW

7.5

30007

ZAPOLEON, MARGUERITE WYHOFF.
OCCUPATIONAL PLANNING FOR WOMEN
NEW YORK: HARPER AND BROTHERS, PUBLISHERS, 1961, 276P.

A SOMEWHAT DATED, BUT WELL RESEARCHED HANDBOOK FOR VOCATIONAL PLANNING COUNSELORS. ALTHOUGH THE AUTHOR VIEWS WOMEN'S POTENTIAL EQUAL TO MEN'S, SHE NOTES THAT WOMEN PERFORM DIFFERENT TYPES OF WORK, THAT THERE ARE FEMININE CHARACTERISTICS THAT AFFECT WOMEN IN THEIR WORK, AND THAT THEY NEED SPECIAL KINDS OF COUNSELING. THERE ARE THOROUGH CHAPTERS DESCRIBING WHAT IS BEING DONE IN EDUCATIONAL INSTITUTIONS, EMPLOYMENT OFFICES, AND SOCIAL AGENCIES TO PROVIDE VOCATIONAL GUIDANCE.

CAREER DEVELOPMENT
CAREER PLANNING
EMPLOYMENT
MATURE WOMEN WORKERS

3.1, 3.3, 4.2, 4.5, 6.2, 6.3

30008

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
PLANS FOR WIDENING WOMEN'S EDUCATIONAL OPPORTUNITIES.
PAPER PREPARED BY ELIZABETH DUNCAN KOONTZ FOR THE WINGSPREAD CONFERENCE ON WOMEN'S HIGHER EDUCATION: SOME UNANSWERED QUESTIONS, HELD MARCH 13, 1972, IN RACINE, WISCONSIN, WASHINGTON D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1972, 13 P.

THIS PAPER CONTAINS A SUMMARY OF PLANS FOR WIDENING WOMEN'S

3.0 EDUCATION AND TRAINING

30008

EDUCATIONAL AND VOCATIONAL OPPORTUNITIES. TRADITIONAL STUDIES, CONTINUING EDUCATION, APPRENTICESHIPS, EMERGING OCCUPATIONS, ATTITUDINAL CHANGES AND WORK LIFEPLANS ARE AMONG THOSE AREAS DISCUSSED. SPECIFIC EDUCATIONAL PROJECTS ARE CITED.

EDUCATIONAL OPPORTUNITIES
EDUCATIONAL POLICY
HIGHER EDUCATION

3.2, 3.4

3.1 COUNSELING AND GUIDANCE

31001

EYDE, LORRAINE DITTRICH
ELIMINATING BARRIERS TO CAREER DEVELOPMENT OF WOMEN
PERSONNEL AND GUIDANCE JOURNAL, 59 (SEPTEMBER, 1970), 24-28.

USING A NUMBER OF RECENT STUDIES, EYDE NOTES HOW COUNSELORS CREATE BARRIERS BY 1) FAILING TO READ AND APPLY DATA FROM NEW RESEARCH STUDIES ON WOMEN; 2) RETAINING SUBTLE STEREOTYPES OF WOMEN'S HEALTH, ABILITIES, COMMITMENT, PRODUCTIVITY, AND STYLE; AND 3) OVERLOOKING CHANGES TAKING PLACE IN OCCUPATIONS. SHE EMPHASIZES THE USE OF THE DEVELOPMENTAL APPROACH TO GUIDANCE, TAKING INTO ACCOUNT INDIVIDUAL LIFE STYLE DESIRES. BIBLIOGRAPHY.

BIBLIOGRAPHY
CAREER DEVELOPMENT
CAREER PLANNING
EDUCATIONAL BARRIERS

4.5, 6.0

31002

REZLER, AGNES G.
CHARACTERISTICS OF HIGH SCHOOL GIRLS CHOOSING TRADITIONAL OR PIONEER VOCATIONS
PERSONNEL AND GUIDANCE JOURNAL, 45 (MARCH, 1967), 659-665.

THIS STUDY FOUND THAT HIGH SCHOOL COUNSELORS COULD DISTINGUISH TRADITIONALS FROM PIONEERS ON THE BASIS OF INTERESTS, PERSONALITY, AND ACADEMIC ABILITY. THE AUTHOR RECOMMENDS THAT THIS SHOULD BE USED TO HELP GIRLS INTEGRATE PERSONAL CONSIDERATIONS WITH REALITY

31002

CONSIDERATIONS, PARTICULARLY IF THEY SHOW AN INCLINATION TOWARD A TRADITIONALLY MASCULINE FIELD.

CAREER DEVELOPMENT
CAREER PLANNING

6.1

31003

ASTIN, HELEN S.
CAREER DEVELOPMENT OF GIRLS DURING THE HIGH SCHOOL YEARS.
JOURNAL OF COUNSELING PSYCHOLOGY, 15 (NOVEMBER, 1968), 536-540.

THIS STUDY WAS DONE TO ASCERTAIN WHETHER CERTAIN PERSONAL CHARACTERISTICS OF NINTH GRADE GIRLS WOULD BE PREDICTIVE OF THEIR OCCUPATIONAL CHOICES THREE YEARS LATER, WHETHER CHARACTERISTICS THAT MIGHT AFFECT CAREER CHOICE COULD BE IDENTIFIED, AND WHETHER THERE WERE ANY PARTICULAR PERSONAL QUALITIES ASSOCIATED WITH CERTAIN OCCUPATIONAL CHOICES. MULTIPLE DISCRIMINATION ANALYSIS WAS USED ON THE RESULTS OF A BATTERY OF TESTS GIVEN TO 817 FEMALE STUDENTS IN 1960 AND THREE YEARS LATER. AMONG THE RESULTS: JOB COUNSELING APPEARS TO DISCOURAGE GIRLS FROM CONTINUING THEIR EDUCATION.

CAREER CHOICE
CAREER ASPIRATIONS
CAREER PLANNING

3.3

31004

UNITED STATES DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS.
OCCUPATIONAL OUTLOOK HANDBOOK
BULLETIN 1700. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1972, 879P.

A BASIC REFERENCE SOURCE LISTING OVER 800 JOBS OF WHITE AND BLUE-COLLAR AND OF IN-SERVICE AREAS. DESCRIBES TRAINING NEEDED, TYPES OF POSITIONS, EARNINGS, SOURCES OF MORE INFORMATION, NATURE OF THE WORK, AND APPROXIMATE NUMBER OF PEOPLE NEEDED. PUBLISHED ANNUALLY.

CAREER OPPORTUNITIES
OCCUPATIONS

3.1 COUNSELING AND GUIDANCE

31004

1.0,3.2,5.0

31005

WATERMULDER, GEORGIA P.
CAREERS FOR COLLEGE WOMEN
CENTER FOR CONTINUING EDUCATION OF WOMEN. ANN ARBOR, MICHIGAN:
UNIVERSITY OF MICHIGAN, 1968, 61P.

THIS HANDBOOK HAS BEEN PUBLISHED IN RESPONSE TO THE INCREASING NUMBER OF EDUCATED AND MATURE WOMEN IN THE LABOR FORCE. JOBS ARE LISTED BY JOBS AND CROSS-INDEXED BY ACADEMIC FIELDS. NO BOOKS ON CAREERS ARE LISTED, BUT PUBLICATIONS WHICH CAN LEAD ONE TO UP-DATED MATERIAL ARE. WATERMULDER NOTES THAT INFORMATION IS USUALLY OUT OF DATE AFTER FIVE YEARS. INCLUDED IS A SAMPLE OF THE LETTER FORM TO USE WHEN REQUESTING MATERIALS.

OCCUPATIONS
CAREER OPPORTUNITIES

3.2 JOB TRAINING

32001

FASHIONING MANPOWER PROGRAMS FOR WOMEN
MANPOWER, 1 (JUNE, 1969), 22-25.

A DESCRIPTIVE ARTICLE DEALING WITH MANPOWER TRAINING PROGRAMS FOR WOMEN. INCLUDED ARE JOBS AS NURSES'S AIDS, RETRAINING OF NURSES, TRAINING IN CLERICAL AND BUSINESS MACHINE SKILLS. SOME OF THE PROGRAMS ARE UNDER WIN (WORK INCENTIVE PROGRAM), WOW (WASHINGTON OPPORTUNITIES FOR WOMEN), AND NEW CAREERS PROGRAM.

FEDERALLY ASSISTED PROGRAMS

3.0,5.6,6.2,6.4

32002

JACOBS, ALICE D.,
WOMEN IN LAW SCHOOL: STRUCTURAL CONSTRAINT AND PERSONAL CHOICE
IN THE FORMATION OF PROFESSIONAL ODENTITY.
JOURNAL OF LEGAL EDUCATION. 24 (1972) 462-472.

3.2 JOB TRAINING

32002

THIS IS A REPORT OF RESEARCH CONDUCTED AT TWO UNIDENTIFIED LAW SCHOOLS IN 1969 AND 1970/71 RESPECTIVELY. THE RESEARCHERS FOUND A CONFLICT IN THE WOMEN BETWEEN THEIR SEX ROLE MODELS AND PROFESSIONAL ROLE MODELS AND FOUND THAT MOST WOMEN CHOSE TO FOLLOW SEX ROLE MODELS, SOMETIMES TO THE DETRIMENT OF THEIR PROFESSIONAL DEVELOPMENT. THE RESEARCHERS NOTED THE PATTERN SEEMS TO BE CHANGING SOMEWHAT AMONG THE YOUNGER FRESHMAN GIRLS, EVIDENTLY BECAUSE OF THE INFLUENCE OF THE WOMEN'S MOVEMENT.

PSYCHOLOGICAL FACTORS
ROLE CONFLICT
WOMEN IN LAW

5.1

32003

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU.
HELP IMPROVE VOCATIONAL EDUCATION FOR WOMEN AND GIRLS IN YOUR COMMUNITY.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1972, 5P.

AIMED AT THE OPINION LEADERS, THIS PAMPHLET OUTLINES SUGGESTIONS FOR IMPROVING VOCATIONAL EDUCATION FOR WOMEN AND GIRLS IN THEIR COMMUNITIES.

3.1

3.3 EDUCATIONAL ATTAINMENT

33001

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
TRENDS IN EDUCATIONAL ATTAINMENT OF WOMEN.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
OCTOBER, 1969, 19P.

A STATISTICAL DESCRIPTION AND ANALYSIS OF WOMEN'S EDUCATIONAL ATTAINMENT AND LABOR FORCE PARTICIPATION WHICH SHOWS A DIRECT RELATIONSHIP BETWEEN THE TWO VARIABLES. BASED ON DATA FROM SELECTED PERIODS BETWEEN 1900 AND 1968.

DOCTORAL DEGREES

3.3 EDUCATIONAL ATTAINMENT

33001

HIGHER EDUCATION
LABOR FORCE PARTICIPATION

3.0

3.4 CONTINUING EDUCATION

34001

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
CONTINUING EDUCATION PROGRAMS AND SERVICES FOR WOMEN.
PAMPHLET 10 (REV.). WASHINGTON, D.C.: UNITED STATES GOVERNMENT
PRINTING OFFICE, 1971, 167 P.

LISTS ABOUT 450 PROGRAMS, BY STATE, THAT WERE IN OPERATION IN 1971 AIMED AT PROVIDING CONTINUING EDUCATION IN ACADEMIC, PROFESSIONAL, OR INTEREST AREAS FOR WOMEN. ALSO INCLUDED IS A LIST OF SELECTED READINGS ABOUT CONTINUING EDUCATION.

3.1, 8.0

4.0 WORKING WOMEN

40001

BERNARD, JESSIE
STATUS OF WOMEN IN MODERN PATTERNS OF CULTURE
ANNALS OF THE AMER. ACAD. OF POL. & SOC. SCI., (1-68), 3-14.

THE AUTHOR NOTES THAT MODERN INDUSTRIALISM MAKES EQUALITY OF THE SEXES POSSIBLE, BUT SUCH EQUALITY IS NOT LIKELY TO BE ACHIEVED. TWO ROADBLOCKS, ACCORDING TO W. J. GOODE, STAND IN THE WAY: THE DOMESTIC AND MATERNAL OBLIGATIONS ASSIGNED TO WOMEN AND THE LACK OF INTEREST OF WOMEN IN ASSUMING EQUAL RESPONSIBILITIES. THE FIRST NEED NOT BE AN OBSTACLE IF THE NUMBER OF CHILDREN IS SMALL AND IF AIDS ARE SUPPLIED BY COMMUNITY AGENCIES. THE LACK OF INTEREST IN HIGH-LEVEL POSITIONS SUGGESTS THAT WOMEN ARE SETTLING FOR JOBS RATHER THAN CAREERS. CURRENTLY, WOMEN ARE MORE INTERESTED IN PERSONAL, AND SEXUAL RIGHTS RATHER THAN LEGAL, POLITICAL, AND ECONOMIC RIGHTS. THERE IS BEGINNING TO BE RECOGNITION OF THE FACT THAT THE CHANGE IN THE STATUS OF WOMEN MAY HAVE A DELETERIOUS EFFECT ON MEN.

4.0 WORKING WOMEN

40001

CAREER ASPIRATIONS
SEX ROLES
STATUS

4.5, 6.2

40002

BLOOD, ROBERT O.
LONG-RANGE CAUSES AND CONSEQUENCES OF THE EMPLOYMENT OF MARRIED WOMEN
JOURNAL OF MARRIAGE AND THE FAMILY, 27 (FEBRUARY, 1965), 43-47.

THIS ATICLE PREDICTS THAT MORE WOMEN WILL BE WORKING, FOR MORE YEARS, IN MORE AREAS THAN IN THE PAST. THIS WILL ALTER FAMILY RELATIONSHIP PATTERNS TO A MORE EGALITARIAN BASIS. THE AUTHOR OFFERS NO EMPIRICAL DATA TO SUPPORT HIS CONTENTIONS.

EMPLOYMENT TRENDS
FAMILY CHARACTERISTICS
FAMILY RESPONSIBILITIES
WORKING WIVES

4.2, 6.2

40003

BOGAN, FORREST A.
WORK EXPERIENCE OF THE POPULATION
MONTHLY LABOR REVIEW, 92 (JUNE, 1969), 44-50.

THIS ARTICLE ANALYZES THE INCREASED LABOR FORCE PARTICIPATION BY WOMEN AND YOUTH DURING THE LATE 1960'S. COMPARATIVE STATISTICS CONCERNING EMPLOYMENT AND UNEMPLOYMENT IN POVERTY AND NONPOVERTY NEIGHBORHOODS. THE ANALYSIS SHOWS THAT WOMEN MADE IMPRESSIVE GAINS AS YEAR ROUND, FULL-TIME WORKERS IN A TIGHT LABOR MARKET.

BLACK WOMEN
EMPLOYMENT PATTERNS
EMPLOYMENT TRENDS
LABOR FORCE PARTICIPATION
POVERTY
UNEMPLOYMENT

6.1, 6.4

4.0 WORKING WOMEN

40004

BREWINGTON, ANN
BERG, EVELYN VAN EMDEN
THE WOMEN GRADUATES OF A COLLEGIATE SCHOOL OF BUSINESS
CHICAGO: THE UNIVERSITY OF CHICAGO PRESS, 1942, 99 P.

AN EARLY DESCRIPTIVE, STATISTICAL STUDY. BRIEF DESCRIPTION OF THE WOMEN'S TRAINING. THE FOLLOWING SECTIONS COVER CAREERS, FINANCES, AND INDIVIDUAL ACTIVITIES, SUCH AS FAMILIES, HOBBIES, LECTURES AND PUBLICATIONS, SOCIAL ACTIVITIES, AND SELF-ASSERTION AND SELF-REALIZATION IN BUSINESS POSITIONS. THE CAREERS SECTION DISCUSSES SALARY AND OCCUPATIONAL ADVANCEMENT, DISCRIMINATION, AND IS SUBDIVIDED INTO BUSINESS, TEACHING, AND HOME-MAKING. GIVES A SENSE OF THE PHILOSOPHIES OF THE WOMEN AND OF THEIR NON-CAREER INTERESTS. INCLUDES THE QUESTIONNAIRE USED, THE PROCEDURES FOR ITS USE, AND A LIST OF DEFINITIONS OF TERMS USED, 34 TABLES PREPARED FROM QUESTIONNAIRE DATA AND FROM DATA ON MEN FROM THE SAME SCHOOL. NOTE DATE.

CAREER DEVELOPMENT
CAREER-MARRIAGE CONFLICT
CAREER OPPORTUNITIES
FAMILY RESPONSIBILITIES
LIFE STYLES
WOMEN IN BUSINESS

40005

DONAHUE, MARY P.
FEMALE LABOR FORCE IN THE UNITED STATES
GEOGRAPHICAL REVIEW, 61 (JULY, 1971), 440-442.

SUMMARIZING OTHER ARTICLES, THE AUTHOR SYNTHESIZES THE MATERIAL AND MAKES PREDICTIONS ABOUT CHANGES IN THE FEMALE LABOR FORCE IN THE UNITED STATES.

EMPLOYMENT TRENDS
MANPOWER PROJECTIONS
OCCUPATIONAL SEGREGATION

5.0

40006

EYDE, LORRAINE DITTRICH
WORK VALUES AND BACKGROUND FACTORS AS PREDICTORS OF WOMEN'S

4.0 WORKING WOMEN

40006

DESIRE TO WORK.
BUREAU OF BUSINESS RESEARCH MONOGRAPH NO. 108, COLUMBUS OHIO:
THE BUREAU OF BUSINESS RESEARCH, COLLEGE OF COMMERCE AND
ADMINISTRATION, THE OHIO STATE UNIVERSITY, 1962, 88 P.

AN EMPIRICAL STUDY OF THE PERSONAL AND EDUCATIONAL BACKGROUNDS OF COLLEGE TRAINED WOMEN IN RELATION TO THEIR ATTITUDES AND MOTIVATIONS TOWARDS WORK OUTSIDE THE HOME. THE PURPOSE OF THE STUDY IS TO IDENTIFY FAMILY BACKGROUNDS, WORK VALUES AND OTHER ATTITUDES OF TWO GROUPS OF WOMEN (STUDENTS AND ALUMNI OF TUFTS CLASSES 1953 AND 1958) WHO EXHIBIT STRONG INTERESTS IN PAID EMPLOYMENT.

ACHIEVEMENT MOTIVATION
FAMILY BACKGROUND
MOTIVATION
SOCIALIZATION
WORK COMMITMENT

3.0, 4.2, 4.5, 5.0

40007

FLANDERS, DWIGHT P.
ANDERSON, PEGGY E.
SEX DISCRIMINATION IN EMPLOYMENT: THEORY AND PRACTICE
INDUSTRIAL AND LABOR RELATIONS REVIEW, 26 (APRIL, 1973), 938-955.

THE AUTHORS OF THIS EXCELLENT STUDY FIRST EMPLOY MICROECONOMIC THEORY TO ILLUSTRATE THE CHOICES AN EMPLOYER FACES IN DECIDING ON THE MALE-FEMALE MIX OF HIS LABOR FORCE. THEY THEN TEST SEVERAL HYPOTHESES SUGGESTED BY ECONOMIC THEORY, USING A SAMPLE OF 337 MALES AND 106 FEMALES EMPLOYED IN FOUR MANAGERIAL LEVELS WITHIN THE PERSONNEL DEPARTMENTS OF SIXTY-ONE FIRMS. VARIATIONS IN THE MALE-FEMALE EMPLOYMENT ARE MEASURED AGAINST VARIATIONS IN SALARY, EDUCATION, WORK EXPERIENCE, AGE, SIZE OF FIRM, AND THE SEX MIX OF EACH FIRM'S TOTAL LABOR FORCE.

DISCRIMINATION
EMPLOYER ATTITUDES
EQUAL PAY
UNDERUTILIZATION OF WOMEN
WOMEN IN BUSINESS

4.5, 5.3

4.0 WORKING WOMEN

40008

GOLD, SONIA S.
ALTERNATIVE NATIONAL GOALS AND WOMEN'S EMPLOYMENT
SCIENCE, 179 (FEBRUARY 16, 1973), 656-660.

IF ENLARGING WOMEN'S CAREER OPPORTUNITIES IS ACCEPTED AS ONE OF THE GOALS THAT HAS TO BE ACCOMMODATED WHEN DESIGNING POLICIES FOR THE FUTURE, THEN A SUCCESSFUL STRATEGY FOR FURTHERING THIS OBJECTIVE REQUIRES THAT LONG-RANGE PLANNING BE UNDERTAKEN. THE AUTHOR EXAMINES THREE ALTERNATIVE PROSPECTS FOR THE FUTURE: THE ECONOMY OF 1980 AS PROJECTED BY THE BUREAU OF LABOR STATISTICS, A PESSIMISTIC VARIANT, AND AN OPTIMISTIC VARIANT. EACH REFLECTS DIFFERENT ASSUMPTIONS THAT SIGNIFICANTLY AFFECT THE NUMBER AND KINDS OF JOB OPPORTUNITIES.

EMPLOYMENT TRENDS
LABOR FORCE PARTICIPATION
MANPOWER PROJECTIONS

4.1

40009

GORDON, MARGARET S.
INTRODUCTION: WOMEN IN THE LABOR FORCE
INDUSTRIAL RELATIONS, 7 (MAY, 1968), 187-192.

THE AUTHOR DISCUSSES SEVERAL FACTORS WHICH INFLUENCE THE PRESENT AND FUTURE INCREASE IN WOMEN WORKERS: GENERAL ATTITUDES TOWARDS WORKING WOMEN, AGE WHEN MARRIAGE OCCURS, THE PRESENCE OF CHILDREN, THE DESIRE FOR PART-TIME EMPLOYMENT, VOCATIONAL TRAINING, HIGHER EDUCATION AND PROFESSIONAL CAREERS.

CAREER ASPIRATIONS
CHILDREN
GRADUATE EDUCATION
MARITAL STATUS
PART-TIME EMPLOYMENT

3.0, 3.2, 4.5, 5.0, 5.1

40010

HEDGES, JANICE NEIPERT
WOMEN WORKERS AND MANPOWER DEMANDS IN THE 1970'S
MONTHLY LABOR REVIEW, 93 (JUNE, 1970), 19-29.

IN THIS ARTICLE, THE PRESENT JOB CONCENTRATION OF WOMEN

40010

IS EXAMINED AND CONTRASTED WITH THE OPPORTUNITIES EXPECTED IN THE 1970'S IN SOME OF THE PROFESSIONAL AND SKILLED OCCUPATIONS. THE AUTHOR FEELS THAT A MAJOR SHIFT IN EMPLOYMENT PATTERNS WILL BE REQUIRED. STATISTICAL INFORMATION.

EMPLOYMENT OPPORTUNITIES
EMPLOYMENT TRENDS
EMPLOYMENT PATTERNS
MANPOWER PROJECTIONS
OCCUPATIONAL SEGREGATION

4.1, 5.0

40011

JOHNSTONE, ELIZABETH
WOMEN IN ECONOMIC LIFE: RIGHTS AND OPPORTUNITIES
ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE, 375 (JANUARY, 1968), 102-114.

WOMEN'S ROLE IN ECONOMIC LIFE IS CHANGING UNDER THE IMPACT OF MANY FORCES. WHILE DISCRIMINATION AND BUILT-IN PREJUDICE AGAINST WOMEN IN EMPLOYMENT HAVE BEEN LESSENING IN THE MOST PARTS OF THE WORLD, MANY ECONOMIC, SOCIAL, AND CULTURAL FACTORS AND ATTITUDES STILL PLACE WOMEN AT A DISADVANTAGE IN THE WORLD OF WORK AND RESTRICT THEIR CONTRIBUTION UNNECESSARILY AND, IN MANY CASES, UNFAIRLY. THE AUTHOR SUGGESTS THE FOLLOWING CHANGES. FIRST, A MORE REALISTIC AND FORWARD-LOOKING VOCATIONAL GUIDANCE AND TRAINING FOR GIRLS IN THE INITIAL STAGE OF PREPARATION FOR WORK LIFE. SECONDLY, A POSITIVE ADAPTATION OF SOCIETY AS A WHOLE TO THE NEEDS OF WOMEN WORKERS WITH FAMILY RESPONSIBILITIES. WOMEN IN DEVELOPING COUNTRIES WILL NEED NEW OPPORTUNITIES TO PARTICIPATE IN ECONOMIC LIFE AS INDUSTRIALIZATION PROGRESSES. THE ILO CAN HELP BRING ABOUT THESE CHANGES.

CHANGING ROLE OF WOMEN
DISCRIMINATION
SOCIETAL ATTITUDES
UNDERUTILIZATION OF WOMEN

3.1, 3.2, 4.4, 4.5

40012

KIEVIT, MARY B.
WOMEN IN GAINFUL AND USEFUL EMPLOYMENT
JOURNAL OF HOME ECONOMICS, 60 (NOVEMBER, 1968), 697-702.

4.0 WORKING WOMEN

40012

THIS ARTICLE WRITTEN FOR HOME ECONOMICS INSTRUCTORS PRESENTS AN OVERVIEW OF WORKING WOMEN INCLUDING THE NUMBER AND CHARACTERISTICS OF WOMEN WORKERS, MOTIVATING FACTORS, EFFECTS OF MARITAL STATUS, EDUCATION AND FAMILY INCOME, AGE AND JOBS HELD. THERE IS A SECTION DISCUSSING WHETHER WOMEN SHOULD WORK.

MARITAL STATUS
REASONS WOMEN WORK

3.0,4.5

40013

KREPS, JUANITA
SEX IN THE MARKETPLACE: AMEICAN WOMEN AT WORK
BALTIMORE: JOHNS HOPKINS PRESS, 1971, 117 P.

AN EXCELLENT, CONCISE, AUTHORITATIVE MONOGRAPH ON WHAT IS KNOWN ABOUT THE PARTICIPATION OF WOMEN IN THE LABOR FORCE -- THE EARNINGS, LABOR FORCE STATUS, DEMAND AND SUPPLY FACTORS, LABOR FORCE ACTIVITY, AND THE VALUE OF WOMEN'S WORK. THERE IS ALSO A CHAPTER ON THE ISSUE OF SEX DISCRIMINATION IN EMPLOYMENT, AND ONE ON ACADEMIC WOMEN AS A CASE IN POINT. STAISTICS, CHARTS, AND GRAPHS SUPPLEMENT THE DISCUSSION.

DISCRIMINATION
EMPLOYMENT
EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION
LABOR SUPPLY
UNDERUTILIZATION OF WOMEN

4.1,4.2,4.3,5.2

40014

MYRDAL, ALVA
KLEIN, VIOLA
WOMEN'S TWO ROLES: HOME AND WORK
LONDON: ROUTLEDGE AND KEGAN PAUL LTD., 1956. 208 P.

THIS CLASSIC VOLUME ADDRESSES ITSELF TO THE NEEDS FOR SOCIAL REFORMS IF WOMEN ARE TO RECONCILE FAMILY AND PROFESSIONAL LIFE. THE AUTHORS NOTE THAT WOMEN HAVE ENTERED THE LABOR MARKET IN INCREASING NUMBERS. IN ADDITION TO TRACING THE DEVELOPMENTS THAT HAVE RESULTED IN THE INCREASED LABOR FORCE PARTICIPATION RATE, MYRDAL AND KLEIN PROVIDE THE READER WITH RELEVANT SECONDARY

4.0 WORKING WOMEN

40014

EMPLOYMENT STATISTICS AND COMPETENTLY DISCUSS THE IMPLICATIONS OF WOMEN WORKING, THE EFFECTS ON CHILDREN AND THE DILEMMAS THAT WORKING WOMEN FACE. THERE IS ALSO A VERY THOROUGH DISCUSSION ON EMPLOYERS' COSTS.

CAREER ASPIRATIONS
CAREER-MARRIAGE CONFLICT
EMPLOYMENT PATTERNS
INTERNATIONAL STUDIES
LABOR FORCE PARTICIPATION
LABOR TURNOVER

4.1, 4.5, 6.2

40015

MCNALLY, GERTRUDE B.
PATTERNS OF FEMALE LABOR FORCE ACTIVITY
INDUSTRIAL RELATIONS, 7 (MAY, 1968), 204-218.

THIS ARTICLE IS CONCERNED WITH THE DIFFICULTY OF DETERMINING PATTERNS OF FEMALE LABOR FORCE PARTICIPATION. THE ARTICLE SURVEYS NEW ANALYTIC TECHNIQUES WHICH HAVE THROWN LIGHT ON THE INFLUENCE OF ECONOMIC AND DEMOGRAPHIC FACTORS AT THE AGGREGATE LEVEL, BUT WHICH ARE NOT SUCCESSFUL WHEN APPLIED TO DISAGGREGATE DATA. THE AUTHOR SUGGESTS THAT THE PROBLEM BE SHARED WITH OTHER DISCIPLINES AND CITES LONGITUDINAL STUDIES WHICH MIGHT BE OF POTENTIAL VALUE. ALSO DISCUSSED IS THE DIFFICULTY OF ISOLATING QUANTIFIABLE INDICATORS OF DISCRIMINATION. SALARY DIFFERENTIALS ARE OFTEN CITED BUT FEW STUDIES HAVE DEALT WITH SENIORITY OR PRODUCTIVITY WHICH AFFECT EARNINGS.

DISCRIMINATION
EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION
REASONS WOMEN WORK
WOMEN IN LAW

3.0, 4.2, 4.3, 5.0

40016

NATIONAL MANPOWER COUNCIL
WOMAN POWER
A STATEMENT BY THE NATIONAL MANPOWER COUNCIL WITH CHAPTERS BY COUNCIL STAFF. NEW YORK: COLUMBIA UNIVERSITY PRESS, 1957, 371 P.

4.0 WORKING WOMEN

40016

THIS EARLY WORK DISCUSSES THE ROLE OF WOMEN IN THE LABOR FORCE. IT IS THE RESULT OF A TWO-YEAR STUDY BY THE NATIONAL MANPOWER COUNCIL AT COLUMBIA UNIVERSITY. ISSUES WHICH ARE DISCUSSED ARE TRENDS IN THE EMPLOYMENT OF WOMEN, THEIR EDUCATION, LABOR MARKET BEHAVIOR, WOMEN IN THE ARMED SERVICES, AND POLICY ISSUES AFFECTING WOMEN. STATISTICS.

BIBLIOGRAPHY
EMPLOYMENT PATTERNS
EMPLOYMENT TRENDS
MANPOWER PROJECTIONS

3.0, 4.2, 4.5, 6.0

40017

OPPENHEIMER, VALERIE K.
THE INTERACTION OF DEMAND AND SUPPLY AND ITS EFFECT ON THE FEMALE LABOR FORCE IN THE UNITED STATES
POPULATION STUDIES, 21 (NOVEMBER, 1967), 239-259.

THE PAPER ATTEMPTS TO ANALYZE THE CHANGE IN THE AGE PATTERN OF FEMALE WORKERS AS RELATED TO SUPPLY AND DEMAND FACTORS. THE AUTHOR PROVIDES EVIDENCE THAT IT IS NEITHER PREDOMINANTLY SUPPLY OR PREDOMINANTLY DEMAND FACTORS THAT HAVE BROUGHT ABOUT THE OBSERVED CHANGES IN FEMALE LABOR FORCE PARTICIPATION, BUT THAT IT IS THE PARTICULAR NATURE OF THE INTERACTION BETWEEN SUPPLY AND DEMAND FACTORS. THE LATTER HYPOTHESIS PROVIDES THE BEST EXPLANATION FOR THE INCREASED LABOR FORCE PARTICIPATION OF OLDER MARRIED WOMEN.

EMPLOYMENT PATTERNS
EMPLOYMENT TRENDS
LABOR FORCE PARTICIPATION
LABOR SUPPLY
MANPOWER DEMANDS

4.2, 6.3

40018

OPPENHEIMER, VALERIE K.
THE SEX-LABELING OF JOBS
INDUSTRIAL RELATIONS, 7 (MAY, 1968), 219-234.

THE FIRST PORTION OF THE ARTICLE DEALS WITH THE DIFFICULTIES OF DEFINING JOB CATEGORIES AND INTERPRETING JOB CLASSIFICATION DATA. THERE IS AN EXTENSIVE DISCUSSION OF FACTORS AFFECTING THE

4.0 WORKING WOMEN

40018

PRESENCE OR ABSENCE OF WOMEN IN CERTAIN JOB AREAS, SUCH AS, AVAILABILITY OF WOMEN WORKERS AT LOW SALARIES, TRADITION, SEX-LINKED CHARACTERISTICS OF CERTAIN JOBS, MIXED GROUP WORK AND FEMALE SUPERVISORS. THE AUTHOR CONCLUDES THAT SEX-LABELING IS SO PERVASIVE THAT IS IS EXTRAORDINARY THAT WE FIND ANY OVERLAPPING AT ALL.

EMPLOYMENT TRENDS
OCCUPATIONAL SEGREGATION
REASONS WOMEN WORK
SEX-ROLE STEREOTYPES

4.5

40019

PART-TIME EMPLOYMENT FOR WOMEN IN THE UNITED STATES
INTERNATIONAL LABOR REVIEW, 83 (JANUARY, 1961), 87-91.

A SUMMARY OF THE MAIN POINTS BROUGHT OUT IN THE UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU BULLETIN #273, PART-TIME EMPLOYMENT FOR WOMEN, 1960. COVERS SIZE AND IMPORTANCE OF THIS GROUP, THEIR CHARACTERISTICS, WHY THEY WORK, DISTRIBUTION OF JOBS, PROJECTIONS, AND SUGGESTIONS TO WOMEN SEEKING PART-TIME WORK.

MANPOWER PROJECTIONS
PART-TIME EMPLOYMENT
REASONS WOMEN WORK

40020

PERRELLA, VERA C.
WOMEN AND THE LABOR FORCE
MONTHLY LABOR REVIEW, 91 (FEBRUARY, 1968), 1-12.

THIS ARTICLE EMPHASIZES THE INCREASED PRESENCE OF MARRIED WOMEN IN THE LABOR FORCE. CONTAINS COMPARATIVE ANALYSIS OF WHITE AND BLACK WOMEN WORKERS. DISCUSSES FAMILY, AGE, EDUCATION, INCOME, WORK EXPERIENCE, FULL AND PART-TIME WORKERS, AND OCCUPATIONAL CHOICE AS THEY RELATE TO MARRIED WOMEN AT WORK.

BLACK WOMEN
FAMILY CHARACTERISTICS
LABOR FORCE PARTICIPATION
MARITAL STATUS

4.0 WORKING WOMEN

40020

PART-TIME EMPLOYMENT
WORKING WIVES

3.3, 4.3, 6.2, 6.4

40021

TURNER, MARJORIE B.
WOMEN AND WORK
LOS ANGELES CALIFORNIA: UNIVERSITY OF CALIFORNIA, INSTITUTE OF INDUSTRIAL RELATIONS, 1964, 73P.

THIS PAMPHLET PRESENTS AN EXCELLENT OVERVIEW OF WOMEN AT WORK. IN DISCUSSING THE PARTICIPATION OF WOMEN IN THE LABOR FORCE THE AUTHOR EMPHASIZES PART-TIME WORK, OCCUPATIONAL CONCENTRATION, LEGAL RESTRICTIONS ON FEMALE EMPLOYMENT, WOMEN AND UNIONS, AND PROFESSIONAL WOMEN. SOME STATISTICAL INFORMATION AND SUGGESTED READINGS ARE APPENDED.

PART-TIME EMPLOYMENT
LABOR UNIONS
MARITAL STATUS
OCCUPATIONAL SEGREGATION

5.1, 4.4

40022

UNITED STATES CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN.
REPORT OF THE TASK FORCE ON LABOR STANDARDS.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1968, 58P.

A REPORT EXAMINING CURRENT PROBLEMS OF WOMEN IN THE LABOR FORCE. THE FOLLOWING ARE DISCUSSED: EARNINGS, LEGISLATION, OCCUPATIONAL HEALTH, AND FAIR EMPLOYMENT PRACTICES LAWS. AMONG THE PROPOSALS MADE WERE: EXTENSION OF THE MINIMUM WAGE LAWS AND REVISION OF THE HEALTH AND SAFETY LAWS.

FAIR EMPLOYMENT LAWS
LEGISLATION NEEDS

7.6

40023

WEISSKOFF, FRANCINE BLAU
WOMEN'S PLACE IN THE LABOR MARKET.

4.0 WORKING WOMEN

40023

AMERICAN ECONOMIC REVIEW, 62 (MAY, 1972), 161-166

THE AUTHOR USES EXISTING RESEARCH TO DEMONSTRATE THAT OCCUPATIONAL SEGREGATION BY SEX IN THE LABOR MARKET IS THE MAJOR OBSTACLE TO THE ATTAINMENT OF ECONOMIC EQUALITY FOR WOMEN. CASES OF OCCUPATIONAL SEGREGATION ARE DISCUSSED. THE THEORY OF DUAL LABOR MARKET IS ADVANCED, WITH SUPPLY AND DEMAND IN WOMEN'S JOBS AND MEN'S JOBS DETERMINING EARNINGS.

EMPLOYMENT PATTERNS
SEX LABELING OF JOBS
DISCRIMINATION
OCCUPATIONAL SEGREGATION

4.3, 4.5

40024

WILENSKY, HAROLD L.
WOMEN'S WORK: ECONOMIC GROWTH, IDEOLOGY, STRUCTURE.
INDUSTRIAL RELATIONS, 7 (MAY, 1968) 235-248.

THE AUTHOR DISCUSSES IMPORTANT POLITICAL, ECONOMIC, SOCIAL, AND IDEOLOGICAL ISSUES AS THEY RELATE TO FEMALE EMPLOYMENT. INCLUDED ARE SUCH ISSUES AS THE RELATIONSHIP BETWEEN LEVEL OF ECONOMIC DEVELOPMENT AND FEMALE EMPLOYMENT, THE PREVALENCE OF MEN IN TOP POSITIONS AND THE AMBIVALENCE OF WOMEN TOWARDS EMPLOYMENT.

CAREER-MARRIAGE CONFLICT
PART-TIME EMPLOYMENT
EMPLOYMENT TRENDS
ECONOMICS

40025

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
AUTOMATION AND WOMEN WORKERS.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1970, 12P.

THIS REPORT DISCUSSES TECHNOLOGICAL DEVELOPMENTS IN THE UNITED STATES BETWEEN 1958 AND 1968 WHICH HAVE CAUSED EMPLOYMENT OPPORTUNITIES FOR WOMEN TO CHANGE. THE IMPLICATIONS OF THESE TECHNOLOGICAL CHANGES ARE DISCUSSED WITH REGARDS TO EMPLOYMENT AND UNEMPLOYMENT, VOCATIONAL GUIDANCE AND TRAINING, TRAINING AND RETRAINING OF OLDER WOMEN, REMUNERATION, HOURS OF WORK AND LEISURE, SAFETY AND

40025

HEALTH, AND CHILD CARE.

CHILD CARE
EMPLOYMENT OPPORTUNITIES
EMPLOYMENT PATTERNS
UNEMPLOYMENT

2.0, 3.1, 3.2, 6.2, 6.3

40026

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
GUIDE TO CONDUCTING A CONSULTATION ON WOMEN'S EMPLOYMENT WITH EMPLOYERS AND UNION REPRESENTATIVES.
PAMPHLET 12. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1971, 15P.

A REVIEW OF HOW FIVE ONE-DAY MEETINGS OF BUSINESS, INDUSTRY, UNION CONSULTATIONS WERE ARRANGED, PLANNED AND EXECUTED BY THE WOMEN'S BUREAU IN FEBRUARY, 1971.

THE SUMMARY OF THE PILOT CONSULTATIONS, PROCEDURES AND PROGRAMS AS PRESENTED TO SERVE AS A GUIDE FOR FUTURE CONSULTATIONS, ADAPTED TO LOCAL NEEDS AND RESOURCES.

AFFIRMATIVE ACTION
WOMEN'S BUREAU

40027

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
1969 HANDBOOK ON WOMEN WORKERS.
BULLETIN 294. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1969, 384P.

THIS HANDBOOK IS AN EXCELLENT REFERENCE SOURCE ON ALL ASPECTS OF AMERICAN WOMEN WORKERS. THE BOOK CONTAINS STATISTICAL INFORMATION ON LABOR FORCE PARTICIPATION RATES AND CHARACTERISTICS OF WOMEN IN THE LABOR FORCE, THE PATTERNS OF THEIR EMPLOYMENT, THEIR OCCUPATIONS, THEIR INCOME AND EARNINGS, THEIR EDUCATION AND TRAINING, AND THE FEDERAL AND STATE LAWS AFFECTING THE STATUS AND EMPLOYMENT OF WOMEN.
ALSO INCLUDED IN THE HANDBOOK ARE SECTIONS DEALING WITH FEDERAL AND STATE COMMISSIONS ON THE STATUS OF WOMEN, ORGANIZATIONS OF INTEREST TO WOMEN, AND AN EXCELLENT BIBLIOGRAPHY ON AMERICAN WOMEN WORKERS.

4.0 WORKING WOMEN

40027

BIBLIOGRAPHY
EMPLOYMENT
EMPLOYMENT PATTERNS
OCCUPATIONS
WOMEN'S BUREAU
WOMEN'S ORGANIZATIONS

3.0, 5.0, 6.0, 7.0

40028

UNITED STATES DEPARTMENT OF LABOR.
WOMEN AND WORK
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1973

A MONTHLY NEWS SERVICE DIRECTED TO AMERICAN WOMEN WHO WORK OR WANT TO WORK. IT CONTAINS NEWS AND FEATURE MATERIAL ABOUT CAREER OPPORTUNITIES, WOMEN HOLDING INTERESTING JOBS IN AND OUT OF GOVERNMENT; THE IMPACT OF LABOR LAWS ON WOMEN, GOVERNMENT ACTIONS TO IMPROVE THE STATUS OF WORKING WOMEN, WORKSHOPS AND NEW PUBLICATIONS.

AFFIRMATIVE ACTION
CAREER OPPORTUNITIES

4.2, 4.5, 5.0, 5.4, 7.0, 3.0

4.1 STATISTICAL PROFILE

41001

GINZBERG, ELI AND ASSOC.
LIFE STYLES OF EDUCATED WOMEN
NEW YORK: COLUMBIA UNIVERSITY PRESS, 1966, 216 P.

A STUDY OF THE EFFECT OF WORK ON THE LIVES OF WOMEN FROM COLUMBIA UNIVERSITY WHO WERE IN GRADUATE SCHOOLS BETWEEN 1945 AND 1957. STATISTICAL DATA AND ANALYSIS ARE INCLUDED ALONG WITH COMMENTS FROM THE WOMEN. TOPICS COVERED INCLUDE WORK AND CAREERS, OCCUPATIONAL ACHIEVEMENT, SATISFACTION, AND FULFILLMENT. QUESTIONNAIRE USED IN THE STUDY IS INCLUDED.

CAREERS
DISCRIMINATION
DOCTORAL DEGREES

4.1 STATISTICAL PROFILE

41001

LIFE STYLES

3.3, 5.2

41002

KOONTZ, ELIZABETH DUNCAN
THE PROGRESS OF THE WOMAN WORKER: AN UNFINISHED STORY
ISSUE IN INDUSTRIAL SOCIETY, 2 (1971), 29-31.

A BRIEF STATISTICAL COMPARISON OF THE AVERAGE WORKER TODAY WITH THEIR COUNTERPART OF 1920. FACTS ARE CITED WITH REFERENCE TO AGE, EDUCATION, LABOR FORCE PARTICIPATION, OCCUPATIONAL CHOICE, EARNINGS, AND THE PROGRESS BEING MADE ON DISCRIMINATION AGAINST WOMEN IN EMPLOYMENT.

CAREER CHOICE
CHANGING ROLE OF WOMEN
DISCRIMINATION
HISTORY OF EMPLOYMENT
LABOR FORCE PARTICIPATION

4.0

41003

PETERSON, ESTER
WORKING WOMEN
DAEDALUS, 93 (SPRING, 1964), 671-699.

DRAWING FROM 25 UNITED STATES GOVERNMENT PUBLICATIONS FOR DATA MS. PETERSON GIVES A COMPREHENSIVE, STATISTICAL PICTURE OF WOMEN'S EMPLOYMENT SITUATION BY RACE, EARNINGS, EDUCATION, OCCUPATIONS, OPPORTUNITIES, HOURS, EMPLOYER, MARITAL, FAMILY AND ECONOMIC STATUS AND RELATED ISSUES SUCH AS NEED AND DESIRE, DISCRIMINATION, EQUAL PAY, MATERNITY, TURNOVER, TRAINING, LIFE CYCLE, EMPLOYMENT TRENDS, LEGISLATION, AND FAILINGS OF THE FAIR LABOR STANDARDS ACT. SHE RELATES THIS MATERIAL TO SOCIAL, ECONOMIC, HISTORICAL, AND TECHNOLOGICAL CONDITIONS OF THE COUNTRY. MAKES RECOMMENDATIONS.

CAREER BARRIERS
EMPLOYMENT PATTERNS
EMPLOYMENT TRENDS
EQUAL PAY
FAMILY CHARACTERISTICS
LABOR TURNOVER
MATERNITY LEAVE

4.1 STATISTICAL PROFILE

41003

3.2

41004

ROSENFELD, CARL
PERELLA, VERA
WHY WOMEN START AND STOP WORKING: A STUDY IN MOBILITY
MONTHLY LABOR REVIEW, 88 (SEPTEMBER, 1965), 1077-1082.

STATISTICAL PROFILE BASED ON A NATIONAL SAMPLE SURVEY OF WOMEN WHO HAD EITHER JOBS OR STOPPED WORKING IN 1963 MADE BY THE UNITED STATES CENSUS BUREAU. THE PURPOSE WAS TO ASCERTAIN THE ATTITUDES AND MOTIVES INFLUENCING WOMEN'S DECISIONS TO STOP OR START WORKING. QUESTIONS COVERED THE AREAS OF MARRIAGE STATUS, ECONOMICS AND FAMILY CHARACTERISTICS, EARNINGS, HEALTH, JOB SATISFACTION, HOURS, EDUCATION AND TRAINING, OCCUPATIONS, WORK PLANS, AGE, PAST WORK, NEED OR DESIRE FOR WORK. SIZE AND SAMPLE IS NOT CLEAR.

JOB SATISFACTION
PART-TIME EMPLOYMENT
MOBILITY
FAMILY CHARACTERISTICS
REASONS WOMEN WORK

4.2

41005

SMUTS, ROBERT W.
THE FEMALE LABOR FORCE: A CASE STUDY IN THE INTERPRETATION OF HISTORICAL STATISTICS
JOURNAL OF THE AMERICAN STATISTICAL ASSOCIATION, 55 (MARCH, 1960), 71-79.

SMUTS ADVISES CAUTION IN THE INTERPRETATION OF HISTORICAL STATISTICS. CENSUS FIGURES TAKEN AT FACE VALUE INDICATE A LARGER INCREASE OF WOMEN PARTICIPATING IN THE LABOR FORCE THAN THERE ACTUALLY WAS. THIS IS DUE TO CHANGES IN ATTTITUDES TOWARDS REPORTING OCCUPATIONS, CENSUS DEFINITIONS, POPULATION AND EMPLOYMENT PATTERNS, AND DUE TO IMPROVED CENSUS TECHNIQUES. SMUTS ALSO NOTES WHAT TYPES OF CENSUS DATA ARE MORE RELIABLE AND THE BEST WAYS TO USE THEM.

EMPLOYMENT PATTERNS
HISTORY OF WOMEN'S EMPLOYMENT
LABOR FORCE PARTICIPATION

4.1 STATISTICAL PROFILE

41005

2.0

41006

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
BACKGROUND FACTS ON WOMEN WORKERS IN THE UNITED STATES
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1970, 20P.

STATISTICS AND TABLES ON WOMEN WORKERS, THEIR NUMBERS, AGE, MARITAL AND FAMILY STATUS, WOMEN FAMILY HEADS, EDUCATIONAL ATTAINMENT, OCCUPATIONS, INDUSTRIES, FULL-TIME AND PART-TIME JOB STATUS, WORK EXPERIENCE, UNEMPLOYMENT, AND EARNINGS WITH DATA AVAILABLE AS OF APRIL, 1970.

BLACK WOMEN
MARITAL STATUS
OCCUPATIONS
PART-TIME EMPLOYMENT

3.3, 4.2, 4.3, 6.4

41007

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
HIGHLIGHTS: 1920-1960.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1960, 10P.

THIS PAMPHLET PRESENTS GENERAL COMPARATIVE STATISTICS ON THE STATUS OF WORKING WOMEN IN 1920 AND IN 1960. DATA CONCERNING LABOR FORCE PARTICIPATION, EDUCATIONAL ATTAINMENT, OCCUPATIONAL CONCENTRATION, AND MARITAL STATUS ARE INCLUDED. GRAPHS.

CHANGING ROLE OF WOMEN
MARITAL STATUS
CHANGING ROLE OF WOMEN

3.3, 4.2, 4.3

41008

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
HIGHLIGHTS OF WOMEN'S EMPLOYMENT AND EDUCATION.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1973, 2P.

THIS FACT SHEET CONTAINS GENERAL EMPIRICAL INFORMATION ABOUT WORKING WOMEN, THEIR FAMILY CHARACTERISTICS, EARNINGS,

41008

AND EDUCATION IN 1970 AND 1971.

EMPLOYMENT

3.0, 4.2, 4.3

41009

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
FACTS ABOUT WOMEN'S ABSENTEEISM AND LABOR TURNOVER
WASHINGTON, D.C.: UNITED STATES GOVERNNMENT PRINTING OFFICE,
AUGUST, 1969, 9P.

THE LATEST AVAILABLE COMPILATION OF SECONDARY-SOURCE DATA REGARDING CERTAIN FACTORS AFFECTING LABOR COSTS ARE SUMMARIZED IN THIS REPORT; ABSENTEEISM, LABOR TURNOVER, JOB TENURE, AND LABOR MOBILITY. THE FAVORABLE FINDINGS FOR WOMEN WORKERS EMPHASIZE THE IMPORTANCE OF JUDGING WORK PERFORMANCE ON THE BASIS OF INDIVIDUAL ACHIEVEMENT RATHER THAN SEX.

ABSENTEEISM
LABOR TURNOVER
MOBILITY

41010

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
FACT SHEET ON CHANGING PATTERNS OF WOMEN'S LIVES.
JULY, 1969, 1P.

A GIRL BORN TODAY CAN EXPECT A VERY DIFFERENT WAY OF LIFE FROM THAT OF HER GRANDMOTHER. SINCE 1900 MANY FACTORS HAVE BEEN CHANGED SUCH AS LIFE EXPECTANCY, EDUCATIONAL ATTAINMENT, PARTICIPATION IN THE LABOR FORCE, AND THE CHARACTERISTICS OF THE AVERAGE WORKER.

CHANGING ROLE OF WOMEN

3.3, 4.2

41011

UNITED STATES DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS
HANDBOOK OF LABOR STATISTICS, 1972
BULLETIN NO. 1600, WASHINGTON, D.C.: UNITED STATES GOVERNMENT
PRINTING OFFICE, 1972, 350P.

4.1 STATISTICAL PROFILE

41011

THIS COMPREHENSIVE COMPENDIUM OF LABOR STATISTICS INCLUDES A WEALTH OF INFORMATION AND SOURCE DATA ON WORKING WOMEN. DATA ON THE LABOR FORCE, EMPLOYMENT, UNEMPLOYMENT, HOURS, PRODUCTIVITY AND UNIT LABOR COSTS, COMPENSATION, PRICES AND LIVING CONDITIONS, UNIONS AND INDUSTRIAL RELATIONS, INDUSTRIAL INJURIES, FOREIGN LABOR STATISTICS AND GENERAL ECONOMIC DATA MAKE THIS A VERY IMPORTANT RESOURCE. AN ANNUAL PUBLICATION.

EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION
UNEMPLOYMENT

4.0, 1.0, 4.3, 4.4

41012

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
UNDERUTILIZATION OF WOMEN WORKERS
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1971, 25P.

THIS SHORT BOOKLET PUBLISHED BY THE WOMEN'S BUREAU CONTAINS BRIEF SUMMARY STATEMENTS AND STATISTICAL CHARTS WHICH DOCUMENT ASPECTS OF THE UNDERUTILIZATION OF WOMEN WORKERS. THE INFORMATION RELATES TO EARNINGS, TYPE OF OCCUPATION, AND PARTICIPATION BY MINORITY RACES.

BLACK WOMEN
EQUAL PAY
UNDERUTILIZATION OF WOMEN

3.3, 4.2, 4.3, 6.4

41013

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
WOMEN WORKERS TODAY.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1971, 7P.

THERE ARE 31 1/2 MILLION WOMEN IN THE LABOR FORCE TODAY, AND THEY REPRESENT A CROSS SECTION OF ALL WOMEN IN THE NATION. THIS FACTUAL PAMPHLET GIVES STATISTICS ON THE PERSONAL CHARACTERISTICS OF WORKING WOMEN -- AGE, MARITAL STATUS, NUMBER OF CHILDREN, EDUCATION, RACE AND HUSBAND'S INCOME. EMPLOYMENT CHARACTERISTICS ARE DISCUSSED IN TERMS OF OCCUPATION, WORKLIFE PATTERNS, FULL-TIME VERSUS PART-TIME WORK, UNEMPLOYMENT, EARNINGS AND CONTRIBUTION TO FAMILY INCOME.

4.1 STATISTICAL PROFILE

41013

EMPLOYMENT TRENDS
EQUAL PAY
PART-TIME EMPLOYMENT

4.2

41014

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
WOMEN WORKERS IN REGIONAL AREAS AND IN LARGE STATES AND METROPOLITAN AREAS, 1971.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1971, 6P.

THIS FACT SHEET CONTAINS TABLES WHICH SUMMARIZE 1971 DEMOGRAPHIC DATA FROM THE BUREAU OF LABOR STATISTICS ON LABOR FORCE PARTICIPATION AND UNEMPLOYMENT RATES OF WOMEN, 16 YEARS AND OVER WHO LIVE IN 10 LARGE STATES, 20 STANDARD METROPOLITAN STATISTICAL AREAS, AND VARIOUS CENSUS REGIONS OF THE UNITED STATES.

EMPLOYMENT
UNEMPLOYMENT

6.4

4.2 CHARACTERISTICS OF WORKING WOMEN

42001

BELL, CAROLYN SHAW
AGE, SEX, MARRIAGE, AND JOBS
THE PUBLIC INTEREST, 30 (WINTER, 1973), 76-87.

SOME OF THE MYTHS AND MISCONCEPTIONS SURROUNDING WORKING WOMEN ARE SHOWN TO BE POORLY SUBSTANTIATED BY THE AVAILABLE EVIDENCE. THE PREVAILING VIEW THAT WOMEN DO NOT HAVE TO WORK OUT OF ECONOMIC NECESSITY, AND THE NOTION THAT A WOMAN'S LIFE CYCLE DICTATES INTERMITTENT PERIODS OF EMPLOYMENT AND WITHDRAWAL FROM THE LABOR FORCE ARE AMONG THOSE MISCONCEPTIONS DISCUSSED.

EMPLOYMENT PATTERNS
REASONS WOMEN WORK
UNEMPLOYMENT

4.2 CHARACTERISTICS OF WORKING WOMEN

42001

4.0,4.5

42002

CAIN, GLEN C.
UNEMPLOYMENT AND THE LABOR FORCE PARTICIPATION OF SECONDARY WORKERS
INDUSTRIAL AND LABOR RELATIONS REVIEW, 20 (JANUARY, 1967), 275-297.

THE SUBJECT OF ANALYSIS IN THIS EXCELLENT ARTICLE IS THE EXTENT TO WHICH UNEMPLOYMENT INFLUENCES THE LABOR FORCE PARTICIPATION OF SECONDARY WORKERS, ESPECIALLY MARRIED WOMEN. AFTER REVIEWING BOTH THE THEORY AND PRINCIPAL EMPIRICAL FINDINGS OF PREVIOUS RESEARCH, THE AUTHOR USES CROSS-SECTIONAL DATA FOR STANDARD METROPOLITAN AREAS FROM THE 1950 AND 1960 DECENNIAL CENSUSES TO TEST THE RELATION OF LABOR FORCE PARTICIPATION RATES TO VARIOUS MEASURES OF UNEMPLOYMENT. THE FINDINGS SUPPORT THE HYPOTHESIS THAT THE CROSS-SECTIONAL RELATION BETWEEN PARTICIPATION AND UNEMPLOYMENT, EXCEPT FOR NON-WHITE WIVES AND FEMALE HEADS OF HOUSEHOLDS, IS NEGATIVE.

BLACK WOMEN
HEAD OF HOUSEHOLD
LABOR FORCE PARTICIPATION
UNEMPLOYMENT
WORKING WIVES

4.0

42003

COHEN, MALCOLM S.
PARTICIPATION OF MARRIED WOMEN IN THE LABOR FORCE
MONTHLY LABOR REVIEW, 92 (OCTOBER, 1969), 31-35.

A STATISTICAL STUDY BASED ON AN ECONOMETRIC MODEL RELATING CHARACTERISTICS OF FAMILY MEMBERS, THE MARRIED WOMAN LABOR FORCE PARTICIPATION, AGE, EDUCATION, NUMBER OF CHILDREN, AND HUSBAND'S LABOR FORCE STATUS.

CHILDREN
FAMILY CHARACTERISTICS
LABOR FORCE PARTICIPATION
WORKING WIVES

3.3,6.2

4.2 CHARACTERISTICS OF WORKING WOMEN

42004

DE JONG, PETER, Y.
PATTERNS OF FEMALE INTERGENERATIONAL OCCUPATIONAL MOBILITY
AMERICAN SOCIOLOGICAL REVIEW, 36 (DECEMBER, 1971), 1033-1042.

USING DATA FROM SIX NATIONWIDE SAMPLES PROVIDED BY THE NATIONAL OPINION RESEARCH CENTER, THIS STUDY COMPARES INTERGENERATIONAL MOBILITY OF FEMALES AS COMPARED TO MALES. THE MAJOR FINDINGS OF THIS SCHOLARLY EFFORT ARE THAT, CONTRARY TO POPULAR BELIEF, THERE ARE ESSENTIALLY NO DIFFERENCES DETWEEN MALE AND FEMALE PATTERNS OF MOBILITY IN THE AMERICAN OCCUPATIONAL STRUCTURE AND THAT THE TWO BARRIERS TO MOBILITY PRESENT ARE: BETWEEN WHITE-COLLAR AND OTHER OCCUPATIONS, BETWEEN BLUE COLLAR AND FARM OCCUPATIONS.

EMPLOYMENT PATTERNS
MOBILITY
STATUS

4.5, 5.0

42005

DUTTON, R. E.
SEX AS A FACTOR IN OCCUPATIONAL CHOICE
PERSONNEL JOURNAL 56 (SEPTEMBER, 1970), 510-513.

IN THIS CURSORY ARTICLE THE AUTHOR EMPHASIZES THE DIFFICULTY FOR WOMEN TO MAKE CAREER CHOICES, STATING THAT A WOMAN MAY HAVE TO PAY A PRICE MANY ARE NOT WILLING TO PAY, (E.G , TIME SPENT AWAY FROM THE FAMILY). DISCUSSES LEGISLATION, HUMAN FULFILLMENT, WOMEN'S ATTITUDES, ATTITUDES OF BUSINESS PERSONNEL AND MANAGERS, VOCATIONAL TRAINING, AND DISCRIMINATION.

CAREER ASPIRATIONS
CAREER CHOICE
CAREER-MARRIAGE CONFLICT
DISCRIMINATION
EMPLOYER ATTITUDES

3.2, 4.5

42006

GINZBERG, ELI
PAYCHECK AND APRON -- REVOLUTION IN WOMANPOWER
INDUSTRIAL RELATIONS, 7 (MAY, 1968), 193-203.

4.2 CHARACTERISTICS OF WORKING WOMEN

42006

IN DISCUSSING THE INCREASED NUMBER OF WOMEN WORKERS, THIS ARTICLE PLACES PARTICULAR EMPHASIS ON THE IMPORTANT EFFECTS OF MARRIAGE AND CHILDREN, AGE, FAMILY INCOME, PART-TIME, OR FULL-TIME STATUS, AS WELL AS EDUCATION ON A WOMAN'S DECISION TO WORK. THE AUTHOR BELIEVES THAT THERE WILL BE A CONTINUED INCREASE IN WOMEN WORKERS AND SUGGESTS THREE AREAS OF FURTHER STUDY: THE FAMILY AS A UNIT OF EMPLOYMENT, CHILD CARE CENTERS, AND UNIONS AND WAGES FOR LOW PAYING JOBS.

CAREER ASPIRATIONS
FAMILY CHARACTERISTICS
MARITAL STATUS
PART-TIME EMPLOYMENT
REASONS WOMEN WORK
WORK COMMITMENT
WORKING WIVES

3.3, 4.0, 6.2

42007

FUCHS, RIET
DIFFERENT MEANINGS OF EMPLOYMENT FOR WOMEN
HUMAN RELATIONS, 24 (DECEMBER, 1971), 495-499.

THIS CONCISE ARTICLE SUMMARIZES THE FINDINGS OF THE FIRST PHASE OF AN INDEPTH EMPIRICAL SOCIOLOGICAL STUDY TO INVESTIGATE THE PROBLEM OF EMPLOYMENT SIGNIFICANCE FOR WOMEN DEFINED BY THE AUTHOR AS THE INTRICATE RELATIONSHIPS BETWEEN INTERPRETATION OF AND IDENTIFICATION WITH OCCUPATIONAL ROLE AND THE INTENDENT CONSEQUENCES ON CAREER CHOICE AND FAMILY LIFE.

CAREER CHOICE
CAREER-MARRIAGE CONFLICT
REASONS WOMEN WORK
SEX-ROLE STEREOTYPES
WORK COMMITMENT

42008

HAVENS, ELIZABETH M.
WOMEN, WORK AND WEDLOCK: A NOTE ON FEMALE MARITAL PATTERNS IN THE UNITED STATES
AMERICAN JOURNAL OF SOCIOLOGY, 78 (JANUARY, 1973), 975-981.

4.2 CHARACTERISTICS OF WORKING WOMEN

42008

AN ANALYSIS OF 1960 CENSUS DATA SUGGESTS TO THIS AUTHOR A DIRECT RELATIONSHIP BETWEEN ECONOMIC ATTAINMENT AND UNMARRIED STATUS AMONG WOMEN WORKERS. IT IS THE AUTHOR'S CONTENTION THAT THESE WOMEN CHOOSE TO REMAIN UNMARRIED. THIS CONTRADICTS THE TRADITIONAL INTERPRETATION WHICH STATES THAT WOMEN IN HIGH-INCOME, PRESTIGIOUS POSITIONS ARE MARITAL REJECTS.

ACHIEVEMENT MOTIVATION
EMPLOYMENT PATTERNS
MARITAL STATUS

3.3, 4.1, 4.3, 4.5, 5.1

42009

HELER, EDWARD
WOMANPOWER
ARIZONA BUSINESS BULLETIN, 15 (MARCH, 1968), 59-65.

THIS WELL-WRITTEN AND INFORMATIVE ARTICLE PRESENTS AN OVERVIEW AND DISCUSSION OF THE 20TH CENTURY TREND OF INCREASED NUMBERS OF WOMEN WORKERS. UTILIZING STATISTICAL DOCUMENTATION, THE AUTHOR DESCRIBES DEMOGRAPHIC, ECONOMIC AND SOCIAL (ATTITUDINAL) CHANGES AFFECTING NUMBERS OF WOMEN AT WORK. HE PROJECTS A CONTINUED INCREASE PARTICULARLY IN THE PROFESSIONAL, TECHNICAL, CLERICAL AND SERVICE INDUSTRIES.

EMPLOYMENT TRENDS
LABOR FORCE PARTICIPATION
MANPOWER PROJECTIONS
SOCIETAL ATTITUDES
VALUE CHANGE

4.0, 4.1, 5.1, 5.5

42010

INSTITUTE FOR MOTIVATIONAL RESEARCH, INC.
A MEMORANDUM ON THE MOTIVATIONS OF MIDDLE-AGED WOMEN IN THE LOWER EDUCATIONAL BRACKETS
NEW YORK: THE JEWISH VOCATIONAL ASSOCIATION, 1960, 30 P.

REPORT OF A PILOT PROJECT USING 30 NON-COLLEGE WOMEN WHOSE FAMILY INCOMES WERE BELOW $7,340 A YEAR. SYNOPSIS OF FINDINGS BASED ON INTERVIEWS, PSYCHO-DRAMA, PROJECTIVE TESTS. NO STATISTICS OR EXAMPLES OF TESTS GIVEN. OUTLINES INTERNAL FACTORS AFFECTING THE WOMEN'S LIVES, THEN PRESENTS NINE PSYCHOLOGICAL MOTIVES AFFECTING

4.2 CHARACTERISTICS OF WORKING WOMEN

42010

THE WOMAN'S DECISION TO WORK OR NOT TO WORK.

PSYCHOLOGICAL FACTORS
REASONS WOMEN WORK

6.3

42011

MAHONEY, THOMAS A.
FACTORS DETERMINING THE LABOR FORCE PARTICIPATION OF MARRIED WOMEN
INDUSTRIAL AND LABOR RELATIONS REVIEW, 14 (JULY, 1961), 563-577.

USING MULTIPLE REGRESSION ANALYSIS, THE AUTHOR ATTEMPTS TO PREDICT A MARRIED WOMAN'S DECISION TO WORK BY RELATING LABOR FORCE PARTICIPATION TO SPECIFIC ECONOMIC CONSIDERATIONS, FAMILY COMPOSITION AND PERSONAL FACTORS. ONLY FOR WOMEN UNDER THIRTY WERE ECONOMIC FACTORS PREDICTIVE. COLLEGE EDUCATED WOMEN HAD A HIGHER LABOR FORCE PARTICIPATION RATE THAN WOMEN WITH LESS EDUCATION.

COLLEGE GRADUATES
FAMILY CHARACTERISTICS
LABOR FORCE PARTICIPATION
REASONS WOMEN WORK

6.2

42012

OPPENHEIMER, VALERIE K.
DEMOGRAPHIC INFLUENCE ON FEMALE EMPLOYMENT AND THE STATUS OF WOMEN
AMERICAN JOURNAL OF SOCIOLOGY. 78 (JANUARY, 1973), 946-961.

THIS SCHOLARLY ARTICLE IS CONCERNED WITH DEMOGRAPHIC INFLUENCES ON WOMEN IN THE LABOR FORCE. IT IS THE AUTHOR'S THESIS THAT CONTINUED ECONOMIC DEVELOPMENT HAS LED TO INCREASES IN THE DEMAND FOR FEMALE LABOR WHICH, COMBINED WITH DEMOGRAPHICALLY INDUCED SHIFTS IN THE SUPPLY OF UNMARRIED AND YOUNG WOMEN, HAVE RESULTED IN THE CONSIDERABLE POST WORLD WAR II RISE IN THE LABOR FORCE PARTICIPATION OF MARRIED WOMEN. THE EVIDENCE IS THAT THESE CHANGES ARE IRREVERSIBLE, ALTHOUGH SOME DISSATISFACTION IS ANTICIPATED IF SEVERAL HIGH-LEVEL FEMALE OCCUPATIONS DO NOT EXPAND IN THE NEAR FUTURE.

EMPLOYMENT TRENDS
LABOR FORCE PARTICIPATION
LABOR SUPPLY
MARITAL STATUS

42012

4.1, 4.3, 4.5, 5.0, 6.0

42013

OPPENHEIMER, VALERIE K.
THE FEMALE LABOR FORCE IN THE UNITED STATES: DEMOGRAPHIC AND ECONOMIC FACTORS GOVERNING ITS GROWTH AND CHANGING COMPOSITION
POPULATION MONOGRAPH SERIES, NO. 5. BERKELEY: UNIVERSITY OF CALIFORNIA, 1970.

THE MAJOR GOAL OF THIS COMPREHENSIVE STUDY IS TO ARRIVE AT A SATISFACTORY EXPLANATION FOR TWENTIETH CENTURY TRENDS IN AMERICAN FEMALE LABOR FORCE PARTICIPATION. SPECIFICALLY, TO UNDERSTAND THE GRADUAL CHANGES IN 1900-1940 AND THE SHARP CHANGES WITHIN THE CONTEXT OF A FRAMEWORK THAT PERMITS THE RELEVANT DEMOGRAPHIC, ECONOMIC, AND SOCIOLOGICAL VARIABLES TO COME INTO PLAY. USING PRIMARILY UNITED STATES CENSUS DATA, THE AUTHOR ANALYZES THE CHANGING PATTERN OF FEMALE LABOR FORCE PARTICIPATION, SUPPLY FACTORS AFFECTING FEMALE EMPLOYMENT, THE SEGREGATION OF MALE AND FEMALE LABOR MARKETS, AND THE INTERACTION OF DEMOGRAPHIC AND ECONOMIC FACTORS IN THE GROWTH OF THE FEMALE LABOR FORCE.

EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION
LABOR SUPPLY
OCCUPATIONAL SEGREGATION

4.0, 4.1, 4.5

42014

PERRELLA, VERA C.
MARITAL AND FAMILY CHARACTERISTICS OF WORKERS, MARCH 1963
MONTHLY LABOR REVIEW, 87 (FEBRUARY, 1964), 149-160.

A STATISTICAL ANALYSIS OF THE UNITED STATES LABOR FORCE WITH PARTICULAR ATTENTION GIVEN TO MARRIED WOMEN, THE CHILDREN OF EMPLOYED PERSONS, EMPLOYMENT, UNEMPLOYMENT, AND WHITE-NONWHITE COMPARISONS. THIS IS AN ANNUAL STUDY PERFORMED BY THE BUREAU OF LABOR STATISTICS AND FEATURED IN THE MONTHLY LABOR REVIEW.

CHILDREN
ETHNIC DIFFERENCES
EMPLOYMENT PATTERNS
FAMILY CHARACTERISTICS
MARITAL STATUS

4.2 CHARACTERISTICS OF WORKING WOMEN

42014

UNEMPLOYMENT

4.1, 6.2, 6.4

42015

PERRELLA, VERA C.
MARITAL AND FAMILY CHARACTERISTICS OF WORKERS, MARCH 1964
MONTHLY LABOR REVIEW, 98 (MARCH, 1965), 260-265.

A STATISTICAL ANALYSIS OF THE UNITED STATES LABOR FORCE WITH PARTICULAR ATTENTION GIVEN TO MARRIED WOMEN, THE CHILDREN OF EMPLOYED PERSONS, EMPLOYMENT, UNEMPLOYMENT, AND WHITE-NONWHITE COMPARISONS. THIS IS AN ANNUAL STUDY PERFORMED BY THE BUREAU OF LABOR STATISTICS AND FEATURED IN THE MONTHLY LABOR REVIEW.

CHILDREN
ETHNIC DIFFERENCES
EMPLOYMENT PATTERNS
FAMILY CHARACTERISTICS
MARITAL STATUS
UNEMPLOYMENT

4.1, 6.2, 6.4

42016

PERRELLA, VERA C.
WALDMAN, ELIZABETH
MARITAL AND FAMILY CHARACTERISTICS OF WORKERS, MARCH 1965
MONTHLY LABOR REVIEW, 99 (MARCH, 1966), 258-263.

A STATISTICAL ANALYSIS OF THE UNITED STATES LABOR FORCE WITH PARTICULAR ATTENTION GIVEN TO MARRIED WOMEN, THE CHILDREN OF EMPLOYED PERSONS, EMPLOYMENT, UNEMPLOYMENT, AND WHITE-NONWHITE COMPARISONS. THIS IS AN ANNUAL STUDY PERFORMED BY THE BUREAU OF LABOR STATISTICS AND FEATURED IN THE MONTHLY LABOR REVIEW.

CHILDREN
ETHNIC DIFFERENCES
EMPLOYMENT PATTERNS
FAMILY CHARACTERISTICS
MARITAL STATUS
UNEMPLOYMENT

4.1, 6.2, 6.4

4.2 CHARACTERISTICS OF WORKING WOMEN

42017

PINNELLI, A.
FEMALE LABOR AND FERTILITY IN RELATIONSHIP TO CONTRASTING SOCIAL AND ECONOMIC CONDITIONS
HUMAN RELATIONS, 24 (DECEMBER, 1971), 603-610.

THIS ANALYSIS, CONDUCTED IN ITALY, CONCLUDED THAT FERTILITY IS LOWER FOR WOMEN WHO WORK BY CHOICE THAN THOSE WOMEN WHO WORK FOR ECONOMIC REASONS. CONTRARY TO EXPECTATIONS, THE INTENTION TO WORK CONTINUOUSLY TO RETIREMENT AGE DOES NOT IN ITSELF SEEM TO INFLUENCE FERTILITY NOR FOR WOMEN WHO INTEND TO WORK IN THE FUTURE. FERTILITY IS PROBABLY INFLUENCED MORE STRONGLY BY THE CONDITIONS OF LIFE IN WHICH WOMEN FIND THEMSELVES AND BY THE CHOICES REALISTICALLY OPEN TO THEM, AS CONTRASTED TO THEIR OWN ATTITUDE TOWARD WORK.

INTERNATIONAL STUDIES
REASONS WOMEN WORK

6.2

42018

SAFILIOS-RÓTHSCHILD, CONSTANTIANA
TOWARDS THE CONCEPTUALIZATION AND MEASUREMENT OF WORK COMMITMENT
HUMAN RELATION, 24 (DECEMBER, 1971), 489-493.

THIS SUCCINCT THEORETICAL ESSAY IS AN ATTEMPT TO CLARIFY AND DEFINE THE MEANING OF WORK COMMITMENT: AN IMPORTANT CONCEPT REFERRED TO FREQUENTLY IN LITERATURE ABOUT MARRIED WOMEN'S EMPLOYMENT.

ACHIEVEMENT MOTIVATION
CAREER
FAMILY RESPONSIBILITIES
JOB SATISFACTION
REASONS WOMEN WORK
ROLE PERCEPTIONS
WORK COMMITMENT

42019

SCHIFFMAN, JACOB
MARITAL AND FAMILY CHARACTERISTICS OF WORKERS, MARCH 1960
MONTHLY LABOR REVIEW, 84 (APRIL, 1961), 355-364

A STATISTICAL ANALYSIS OF THE UNITED STATES LABOR FORCE WITH

4.2 CHARACTERISTICS OF WORKING WOMEN

42019

PARTICULAR ATTENTION GIVEN TO MARRIED WOMEN, THE CHILDREN OF EMPLOYED PERSONS, EMPLOYMENT, UNEMPLOYMENT, AND WHITE-NONWHITE COMPARISONS. THIS IS AN ANNUAL STUDY PERFORMED BY THE BUREAU OF LABOR STATISTICS AND FEATURED IN THE MONTHLY LABOR REVIEW.

CHILDREN
EMPLOYMENT PATTERNS
FAMILY CHARACTERISTICS
UNEMPLOYMENT

4.1, 6.2, 6.4

42020

SIMPSON, R. L.
SIMPSON, IDA HARPER
OCCUPATIONAL CHOICE AMONG CAREER-ORIENTED COLLEGE WOMEN
MARRIAGE AND FAMILY LIVING, 23 (NOVEMBER, 1961), 377-383.

THIS ARTICLE DESCRIBES AN EMPIRICAL STUDY DESIGNED TO COMPARE THE MOTIVES OF CAREER-ORIENTED AND NON-CAREER-ORIENTED COLLEGE WOMEN UNDERGRADUATES, TO TEST THE HYPOTHESIS THAT A WOMAN IS UNLIKELY TO BECOME CAREER-ORIENTED UNLESS SOME UNUSUALLY POTENT SET OF INFLUENCES HAS BEEN OPERATIVE.

CAREER CHOICE
REASONS WOMEN WORK

3.1

42021

STEIN, ROBERT L.
MARRIED WOMEN AND THE LEVEL OF UNEMPLOYMENT
MONTHLY LABOR REVIEW, 84 (AUGUST, 1961), 869-870.

THE LABOR MARKET PARTICIPATION OF WIVES IS NOT NECESSARILY CORRELATED TO THE UNEMPLOYMENT STATUS OF HUSBANDS, BUT RATHER TO HIS SOCIOECONOMIC STATUS: I.E. A LOW INCOME OR A LESS SKILLED OCCUPATION.

LABOR FORCE PARTICIPATION
UNEMPLOYMENT
WORKING WIVES

4.2 CHARACTERISTICS OF WORKING WOMEN

42022

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
TWENTY FACTS ON WOMEN WORKERS,
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
1973, 2P.

TWENTY SHORT PARAGRAPHS GIVING FACTS ON WORKING WOMEN - LABOR FORCE PARTICIPATION, DISTRIBUTION BY FIELDS, NUMBER OF WORKING MOTHERS, ETC.

EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION

4.1,6.2

42023

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
PART-TIME EMPLOYMENT OF WOMEN.
WASHINGTON, D.D.: UNITED STATES GOVERNMENT PRINTING OFFICE,
APRIL, 1968, 5P.

THIS INFORMATIVE PAMPHLET CONTAINS A GENERAL DISCUSSION OF PART-TIME EMPLOYMENT OF WOMEN. DATA DESCRIBING THE EMPLOYMENT STATUS - AGE, MARITAL STATUS, RACE, AND OCCUPATIONAL CONCENTRATION - AND PART-TIME EMPLOYMENT OPPORTUNITIES ARE INCLUDED.

PART-TIME EMPLOYMENT
EMPLOYMENT OPPORTUNITIES

6.2

42024

HABER, SHELDON
TRENDS IN WORK RATES OF WHITE FEMALES, 1890 TO 1950.
INDUSTRIAL AND LABOR RELATIONS REVIEW, 26 (JULY, 1973), 1122 - 1134.

THE DRAMATIC INCREASE OVER THE YEARS IN THE LABOR FORCE PARTICIPATION RATE OF WOMEN HAS BEEN THE SUBJECT OF CONSIDERABLE SPECULATION AND RESEARCH, WITH MOST ANALYSTS STRESSING THE EFFECT ON THIS RATE OF CHANGES THAT HAVE OCCURRED ON THE SUPPLY SIDE OF THE MARKET. USING CENSUS DATA FOR 1890, 1920, AND 1950, THIS STUDY TESTS THE RELATIONSHIP BETWEEN THE PARTICIPATION RATES OF WHITE FEMALES AND A MAJOR DEMAND VARIABLE - THE INDUSTRIAL STRUCTURE OF THE ECONOMY - AS WELL AS SUPPLY VARIABLES SUCH AS EDUCATIONAL ATTAINMENT. THE AUTHOR CONCLUDES THAT CHANGES IN INDUSTRIAL STRUCTURE HAVE BEEN FAR MORE SIGNIFICANT THAN PREVIOUSLY REALIZED

4.2 CHARACTERISTICS OF WORKING WOMEN

42024

AS A DETERMINANT OF THE INCREASE IN THE WORK RATES OF WOMEN.

EMPLOYMENT
LABOR FORCE PARTICIPATION

3.3

42025

WALDMAN, ELIZABETH
MARITAL AND FAMILY CHARACTERISTICS OF THE UNITED STATES LABOR FORCE.
MONTHLY LABOR REVIEW, 93 (MAY, 1970), 18-27P.

A STATISTICAL ANALYSIS OF THE UNITED STATES LABOR FORCE WITH PARTICULAR ATTENTION GIVEN TO MARRIED WOMEN, THE CHILDREN OF EMPLOYED PERSONS, EMPLOYMENT, UNEMPLOYMENT, AND WHITE-NONWHITE COMPARISONS. THIS IS AN ANNUAL STUDY PERFORMED BY THE BUREAU OF LABOR STATISTICS AND FEATURED IN THE MONTHLY LABOR REVIEW.

EMPLOYMENT PATTERNS
FAMILY CHARACTERISTICS
ETHNIC DIFFERENCES
CHILDREN

4.1, 6.2, 6.4

42026

WALDMAN, ELIZABETH
GOVER, KATHRYN R.
MARITAL AND FAMILY CHARACTERISTICS OF THE LABOR FORCE
MONTHLY LABOR REVIEW, 95 (APRIL, 1972), 4-8.

A STATISTICAL ANALYSIS OF THE UNITED STATES LABOR FORCE WITH PARTICULAR ATTENTION GIVEN TO MARRIED WOMEN, THE CHILDREN OF EMPLOYED PERSONS, EMPLOYMENT, UNEMPLOYMENT, AND WHITE-NONWHITE COMPARISONS. THIS IS AN ANNUAL STUDY PERFORMED BY THE BUREAU OF LABOR STATISTICS AND FEATURED IN THE MONTHLY LABOR REVIEW.

EMPLOYMENT PATTERNS
FAMILY CHARACTERISTICS
ETHNIC DIFFERENCES
CHILDREN

4.1, 6.2, 6.4

4.2 CHARACTERISTICS OF WORKING WOMEN

42027

WALDMAN, ELIZABETH
WOMEN AT WORK: CHANGES IN THE LABOR FORCE ACTIVITY OF WOMEN.
MONTHLY LABOR REVIEW, 93 (JUNE, 1970), 10-18.

THIS ARTICLE REVIEWS SOME OF THE FACTORS WHICH AFFECT THE WORK PATTERNS OF WOMEN: MARITAL STATUS, PRESENCE AND AGE OF CHILDREN, FAMILY INCOME, RACE, EDUCATION AND JOB OPPORTUNITIES. CHANGES FROM 1920 TO 1970 ARE DISCUSSED.

EMPLOYMENT PATTERNS
HISTORY OF FEMALE EMPLOYMENT
MARITAL STATUS
CHILDREN

4.1

42028

WELLS, JEAN A.
WOMEN COLLEGE GRADUATES 7 YEARS LATER.
MONTHLY LABOR REVIEW, 90 (JULY, 1967), 28-32.

THIS ARTICLE IS CONCERNED WITH THE EMPLOYMENT TRENDS OF WOMEN WITH COLLEGE DEGREES. A PARTICULAR GROUP OF GRADUATES WERE SURVEYED SIX MONTHS AND SEVEN YEARS AFTER GRADUATION. THE AUTHOR DISCUSSES EVIDENT CHANGES IN FAMILY, EMPLOYMENT AND EDUCATIONAL STATUS. STATISTICAL INFORMATION.

CAREER ADVANCEMENT
EMPLOYMENT TRENDS
MARITAL STATUS

3.3, 5.1, 6.2

42029

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
COLLEGE WOMEN: SEVEN YEARS AFTER GRADUATION
BULLETIN 292. WASHINGTON, D.C.: UNITED STATES GOVERNMENT
PRINTING OFFICE, 1966, 54P.

THIS LONGITUDINAL STUDY CONTAINS THE FINDINGS OF A RESURVEY (CONDUCTED IN 1964) OF THE WORK-RELATED NEEDS AND INTERESTS OF WOMEN WHO GRADUATED FROM COLLEGE IN 1957. EMPIRICAL DATA ON CONTINUING EDUCATION, FAMILY STATUS, EMPLOYMENT, AND EARNINGS PRESENTED

4.2 CHARACTERISTICS OF WORKING WOMEN

42029

FAMILY BACKGROUND

3.4, 4.1

42030

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
FIFTEEN YEARS AFTER COLLEGE: A STUDY OF THE CLASS OF 1945
WOMEN'S BUREAU BULLETIN 283. WASHINGTON, D.C.: UNITED STATES
GOVERNMENT PRINTING OFFICE, 1962, 26P.

THIS VERY INTERESTING PAMPHLET CONTAINS THE RESULTS OF A SURVEY DESIGNED TO DETERMINE THE STATUS OF A GROUP OF WOMEN RETURNING TO OR DESIRING TO RETURN TO PAID EMPLOYMENT 15 YEARS AFTER COLLEGE GRADUATION (674 WOMEN GRADUATING FROM FOUR COLLEGES WERE INTERVIEWED). INCLUDED IS A DISCUSSION OF MARITAL AND FAMILY STATUS, EDUCATION AND TRAINING, EMPLOYMENT STATUS IN 1960, VOLUNTEER ACTIVITIES, PRINCIPAL OCCUPATION, FUTURE PLANS AND INTEREST IN VOCATIONAL COUNSELING. SOME STATISTICAL DATA.

CAREER COUNSELING
FAMILY STATUS
WORKING WIVES

6.2

42031

UNITED STATES PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN.
FOUR CONSULTATIONS: PRIVATE EMPLOYMENT OPPORTUNITIES; NEW
PATTERNS IN VOLUNTEER WORK; PORTRAYAL OF WOMEN BY THE MASS
MEDIA; PROBLEMS OF NEGRO WOMEN.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
OCTOBER, 1963, 38P.

THIS REPORT IS A SUMMARY OF THE CONFERENCE CALLED BY THE COMMITTEE ON PRIVATE EMPLOYMENT OF THE PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN TO GLEAN ADVICE FROM BUSINESS, LABOR, AND COMMUNITY LEADERS ON THE FAIR AND EFFECTIVE EMPLOYMENT OF WOMEN. THE FOUR TOPICS ON WHICH ADVICE WAS SOUGHT ARE PRIVATE EMPLOYMENT OPPORTUNITIES, VOLUNTEER WORK, THE PORTRAYAL OF WOMEN BY THE MASS MEDIA, AND THE PROBLEMS OF BLACK WOMEN. THE SUMMARY IS GENERAL IN TONE, AND NO STATISTICS, PRACTICAL INFORMATION, OR RECOMMENDATIONS ARE INCLUDED.

BLACK WOMEN
EMPLOYMENT OPPORTUNITIES

4.2 CHARACTERISTICS OF WORKING WOMEN

42031

VOLUNTEERS

6.4

42032

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
WHY WOMEN WORK.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1973, 2P.

THE STATISTICAL DATA IN THIS UNITED STATES LABOR DEPARTMENT FACT SHEET REVEAL THAT THE MAJORITY OF WOMEN WORK BECAUSE OF ECONOMIC NEED. INFORMATION IS INCLUDED CONCERNING MARITAL AND FAMILY STATUS, INCOME AND OCCUPATIONAL LEVEL OF SPOUSE, IF PRESENT.

ETHNIC DIFFERENCES
MARITAL STATUS
REASONS WOMEN WORK

4.1, 6.2, 6.4

42033

UNITED STATES DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS.
WHY WOMEN START AND STOP WORKING: A STUDY IN MOBILITY.
SPECIAL LABOR FORCE REPORT NO. 59. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1965, 16P.

THIS PAMPHLET DISCUSSES ENTRY AND WITHDRAWAL PATTERNS OF WOMEN WORKERS BASED ON SURVEYS TAKEN IN 1964. STATISTICAL INFORMATION CONCERNING REASONS FOR WORKING AND NOT WORKING, EFFECTS OF FAMILY, OCCUPATIONAL CHOICE, AGE AND EARNINGS.

EMPLOYMENT TRENDS
LABOR FORCE PARTICIPATION
LABOR TURNOVER
MARITAL STATUS
MOBILITY
REASONS WOMEN WORK

4.1

42034

MARTIN, WALTER T.,
POSTON, DUDLEY L.
OCCUPATIONAL COMPOSITION OF WHITE FEMALES: SEXISM, RACISM, AND

4.2 CHARACTERISTICS OF WORKING WOMEN

42034

OCCUPATIONAL DIFFERENTIATION.
SOCIAL FORCES, 50 (MARCH, 1972), 349-355.

USING DATA FROM 66 SMSAS FOR 1960, THE PAPER ATTEMPTS TO EXAMINE THE EXTENT TO WHICH WHITE FEMALES DIFFERED IN OCCUPATIONAL COMPOSITION FROM WHITE MALES, NONWHITE FEMALES, AND NONWHITE MALES. THE RESULTS SHOW MAJOR VARIATION AMONG SMSAS IN THE DEGREE OF OCCUPATIONAL DIFFERENTIATION. DIFFERENCES BETWEEN WHITE FEMALES AND NONWHITE FEMALES (PRESUMABLY REFLECTING RACIAL DISCRIMINATION) AND DIFFERENCES BETWEEN WHITE FEMALES AND WHITE MALES (PRESUMABLY REFLECTING SEXUAL DISCRIMINATION) SHOW ROUGHLY THE SAME MAXIMUM AND MINIMUM VALUES BUT ARE ONLY LOOSELY CORRELATED.

OCCUPATIONAL SEGREGATION

6.4

42035

SWEET, JAMES A.
WOMEN IN THE LABOR FORCE
NEW YORK: SEMINAR PRESS, 1973, 220P.

BASED ON DATA FROM THE U.S. CENSUS BUREAU, THIS TIMELY DEMOGRAPHIC STUDY PROVIDES A DETAILED ANALYSIS OF THE EMPLOYMENT PATTERNS AND EARNINGS OF THE WORKING WIVES IN THE UNITED STATES. THE STUDY INCLUDES A COMPARISON OF THE EMPLOYMENT RATES OF MOTHERS AND WOMEN WITH NO CHILDREN UNDER EIGHTEEN, A SURVEY OF BLACK AND WHITE WOMEN REVEALING HIGHER LABOR FORCE PARTICIPATION FOR BLACK WOMEN, INFORMATION ON EARNINGS AND CONTRIBUTIONS TO FAMILY INCOME OF WHITE WIVES, AND A COMPARISON OF INCOME AND EARNINGS OF BLACK AND WHITE WIVES.

BLACK WOMEN
EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION
WORKING WIVES

4.1, 4.3, 6.0, 6.2, 6.4

4.3 EARNINGS

43001

BUCKLEY, JOHN E.

4.3 EARNINGS

43001

PAY DIFFERENCES BETWEEN MEN AND WOMEN IN THE SAME JOB
MONTHLY LABOR REVIEW, 94 (NOVEMBER, 1971), 36-39.

THIS SUCCINCT AND VALUABLE ARTICLE CONTAINS A STATISTICAL ANALYSIS WHICH AFFIRMS THAT MEN'S EARNINGS CONSIDERABLY EXCEED THOSE OF WOMEN IN THE SAME OCCUPATION, PARTICULARLY WHEN COMPANIES THAT HIRE MEN OR WOMEN ONLY ARE COMPARED. THE AUTHOR ALSO FOUND THAT THESE SALARY DIFFERENCES DIMINISH SIGNIFICANTLY IN ESTABLISHMENTS THAT EMPLOY BOTH MEN AND WOMEN IN A GIVEN JOB.

EQUAL PAY
DISCRIMINATION

4.1

43002

FUCHS, VICTOR R.
DIFFERENCES IN HOURLY EARNINGS BETWEEN MEN AND WOMEN
MONTHLY LABOR REVIEW, 94 (MAY, 1971), 9-15.

THIS PAPER REPORTS SOME PRELIMINARY RESULTS FROM A LARGER STUDY OF MALE-FEMALE DIFFERENCES IN EARNINGS, HOURS OF WORK, OCCUPATIONAL DISTRIBUTIONS, AND OTHER ASPECTS OF LABOR MARKET BEHAVIOR. THE PRINCIPAL FOCUS IS ON DETERMINING THE SIZE OF THE SEX DIFFERENTIAL IN HOURLY EARNINGS FOR ALL NONFARM EMPLOYED PERSONS AND ON HOW THIS DIFFERENTIAL VARIES ACOSS INDUSTRIES, OCCUPATIONS, AND OTHER SUB GROUPS. THE AUTHOR EXPLAINS THAT THIS DISCRIMINATION IS DUE TO ROLE DIFFERENTIATION WHICH AFFECTS THE CHOICE OF OCCUPATIONS, LOCATIONS OF WORK, POST-SCHOOL INVESTMENT, HOURS OF WORK, AND OTHER VARIABLES THAT INFLUENCE EARNINGS.

CAREER CHOICE
DISCRIMINATION
EQUAL PAY
OCCUPATIONAL SEGREGATION

4.2

43003

SUTER, LARRY E.
MILLER, HERMAN P.
INCOME DIFFERENCES BETWEEN MEN AND CAREER WOMEN
AMERICAN JOURNAL OF SOCIOLOGY, 78, (JANUARY, 1973), 962-974.

IT IS OFTEN ALLEGED THAT ONE OF THE REASONS WOMEN EARN LESS

43003

THAN MEN IS BECAUSE OF THEIR INTERMITTENT LABOR FORCE PARTICIPATION DURING THEIR PRIME WORKING YEARS. THIS ANALYSIS OF WAGE OR SALARY INCOME IN 1966 FOR A NATIONAL SAMPLE OF MEN AND WOMEN (30-44) ATTEMPTS TO ESTIMATE THAT PART OF THE DIFFERENCE BETWEEN THE INCOMES OF MEN AND WOMEN WHICH IS DUE TO AGE, LIFETIME CAREER EXPERIENCE, EDUCATION, OCCUPATIONAL STATUS, AND EXTENT OF EMPLOYMENT. THE AUTHORS SUGGEST THAT WOMEN'S WAGES WERE AVERAGE COMMENSURATE WITH EFFORT AND EDUCATION BUT THAT MEN'S WAGES TENDED TO BE SKEWED TOWARD HIGHER INCOME LEVELS. AFTER ALL THE FACTORS ARE CONSIDERED, THE OVERALL DIFFERENCE BETWEEN THE EARNINGS OF MEN AND WOMEN WAS ABOUT $2,800 IN 1966 OR 38% OF THE WAGES OF MEN.

CAREER DEVELOPMENT
DISCRIMINATION
EMPLOYMENT
EQUAL PAY
LABOR FORCE PARTICIPATION
LABOR MARKET EXPERIENCE

3.3, 4.1, 4.2, 5.0

43004

SANBORN, HENRY
PAY DIFFERENCES BETWEEN MEN AND WOMEN
INDUSTRIAL AND LABOR RELATIONS REVIEW, 17 (JULY, 1964), 534-550.

THIS ARTICLE EXAMINES THE EXTENT AND NATURE OF PAY DISCRIMINATION AGAINST WOMEN IN THE UNITED STATES IN 1949. USING 1950 CENSUS AND OTHER DATA, ADJUSTED FOR SUCH FACTORS AS PRODUCTIVITY DIFFERENCES, QUIT AND ABSENCE DIFERENCES, DIFERENCES IN WORK EXPERIENCE, THE AUTHOR CONCLUDES THAT A STRONG DEGREE OF EMPLOYER DISCRIMINATION AGAINST WOMEN APPEARS UNLIKELY. HOWEVER, SEX DISCRIMINATION ON THE PART OF CONSUMERS AND FELLOW EMPLOYEES IS COMPATIBLE WITH THIS EVIDENCE.

ABSENTEEISM
EMPLOYER ATTITUDES
EQUAL PAY
JOB PERFORMANCE
LABOR TURNOVER
SOCIAL ATTITUDES

4.5, 5.6

43005

4.3 EARNINGS

43005

MCNULTY, DONALD D.
DIFFERENCES IN PAY BETWEEN MEN AND WOMEN WORKERS
MONTHLY LABOR REVIEW, 90 (DECEMBER, 1967), 40-43.

THE STUDY IS BASED ON INFORMATION OBTAINED FROM SURVEYS OF EARNINGS AND RELATED PRACTICES CONDUCTED IN 8884 METROPOLITAN AREAS BY THE BUREAU OF LABOR STATISTICS FROM JULY, 1965 TO JUNE 1966. EIGHT OFFICE AND THREE PLANT OCCUPATIONS, WITH SUBSTANTIAL NUMBERS OF BOTH MEN AND WOMEN, WERE SELECTED FOR COMPARISON PURPOSES. DIFFERENCES IN THE AVERAGES FOR MEN AND WOMEN WERE EXAMINED BY REGION AND MAJOR INDUSTRY DIVISION, BY ESTABLISHMENTS GROUPED ACCORDING TO WHETHER THEY EMPLOYED BOTH OR ONLY ONE SEX IN THE OCCUPATION AND FINALLY, BY INDIVIDUAL ESTABLISHMENT.

EQUAL PAY

5.5, 5.6

43006

MORAN, ROBERT D.
REDUCING DISCRIMINATION: ROLE OF THE EQUAL PAY ACT
MONTHLY LABOR REVIEW, 93 (JUNE, 1970), 30-34.

THIS WHOLE ISSUE OF THE MONTHLY LABOR REVIEW IS DEVOTED TO WOMEN AT WORK. THIS ARTICLE IS CONCERNED WITH THE ACTIONS TAKEN BY THE FEDERAL GOVERNMENT TO REDUCE DISCRIMINATION AGAINST WOMEN IN EMPLOYMENT, AND CONCENTRATES ON THE ACTIVITY UNDER THE EQUAL PAY ACT OF 1963.

DISCRIMINATION
EQUAL PAY ACT
OCCUPATIONAL SEGREGATION

7.1

43007

MANCKE, RICHARD B.
LOWER PAY FOR WOMEN: A CASE OF ECONOMIC DISCRIMINATION
INDUSTRIAL RELATIONS, 10 (OCTOBER, 1971), 316-326.

THE ARTICLE WHICH SUGGESTS THAT WOMEN ARE NOT VICTIMS OF ECONOMIC DISCRIMINATION BASED ON SEX, INSTEAD OFFERS THE EXPLANATION THAT MOST WOMEN NEITHER EARN THE SAME WAGES NOR HOLD THE SAME JOBS AS EQUALLY PRODUCTIVE MEN BECAUSE EMPLOYERS BELIEVE THAT, ON THE AVERAGE, THE PROBABILITY OF TURNOVER IS MUCH HIGHER

4.3 EARNINGS

43007

FOR WOMEN THAN IT IS FOR MEN.

THE AUTHOR SUGGESTS THREE APPROACHES FOR ELIMINATING SEX RELATED DIFFERENCES, BUT AT THE SAME TIME POINTS OUT THAT THE MECHANISMS ARE DIFFICULT TO DEVELOP AND CHANGES DIFFICULT TO ENFORCE.

DISCRIMINATION
EMPLOYER ATTITUDES
EQUAL PAY
JOB PERFORMANCE
LABOR TURNOVER
WOMEN IN BUSINESS

4.5, 5.0, 5.3

43008

SIMCHAK, MORAG MACLEOD.
EQUAL PAY IN THE UNITED STATES.
WASHINGTON, D.C.: U.S. GOVERNMENT PRINTING OFFICE, 1972, 17PP.

THIS IS A REPRINT OF AN ARTICLE PUBLISHED IN THE INTERNATIONAL LABOUR REVIEW IN 1971 BY THE CHIEF OF EQUAL PAY AND AGE DISCRIMINATION BRANCH OF THE U.S. DEPARTMENT OF LABOR. IT IS A FACTUAL ARTICLE FOCUSSING ON THE EQUAL PAY ACT BUT INCLUDING REFERENCES TO TITLE VII AND THE EXECUTIVE ORDERS. IT INCLUDES CENSUS BUREAU TABLES COMPARING THE SALARIES OF FULL-TIME MALE AND FEMALE WORKERS FOR THE YEARS 1955-1969.

EQUAL PAY ACT
TITLE VII
EXECUTIVE ORDERS
SOCIETAL ATTITUDES

2.0, 4.1, 7.6

43009

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
FACT SHEET ON THE EARNINGS GAP.
DECEMBER, 1971, 6P.

A COMPARISON OF THE MEDIAN WAGE OR SALARY INCOMES OF WOMEN AND MEN WHO WORK FULL TIME YEAR ROUND SHOWING NOT ONLY THAT MEN MAKE CONSIDERABLY MORE THAN WOMEN BUT THAT THE GAP HAS BEEN WIDENING IN RECENT YEARS. INCOMES ARE BROKEN DOWN BY SELECTED OCCUPATIONS, BY EDUCATION AND BY PROFESSION.

43009

EQUAL PAY
OCCUPATIONS

43010

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
ECONOMIC INDICATORS RELATING TO EQUAL PAY: 1963.
PAMPHLET 9. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING
OFFICE, 1963, 21P.

THIS REPORT BY THE WOMEN'S BUREAU ASSEMBLES AND ANALYZES THE AVAILABLE DATA ON WAGES PAID TO MEN AND WOMEN PERFORMING SIMILAR WORK. THE DISCUSSION INCLUDES LABOR-MANAGEMENT CONTRACTS, OCCUPATIONAL EARNINGS OF SELECTED GROUPS, AND FEDERAL SALARIES.

DISCRIMINATION
EQUAL PAY
FEDERAL EMPLOYMENT

4.4

43011

WOMENS WAGES.
INTERNATIONAL LABOUR REVIEW, 81 (FEBRUARY, 1960), 95-109.

ARTICLE REPRODUCES WITH MINOR ALTERATIONS A PAPER SUBMITTED TO AN INTERNATIOAL LABOUR OFFICE PANEL OF CONSULTANTS ON THE PROBLEMS OF WOMEN WORKERS, IN GENEVA, OCTOBER 1959. DEFINITIONS OF EQUAL PAY, CAUSES OF DIFFERENCES IN WAGES BETWEEN MEN AND WOMEN, AND IMPLICATIONS OF EFFORTS TO RAISE WOMEN'S WAGES RELATIVE TO THOSE OF MEN ARE DISCUSSED.

EQUAL PAY
INTERNATIONAL STUDIES

43012

ZELLNER, HARRIET
DISCRIMINATION AGAINST WOMEN, OCCUPATIONAL SEGREGATION, AND THE
RELATIVE WAGE.
AMERICAN ECONOMIC REVIEW, 62 (MAY, 1972), 157-160.

4.3 EARNINGS

43012

THIS ABRIDGED ARTICLE DISCUSSES DELIBERATE (E.G. INABILITY TO WORK WITH WOMEN) AND ERRONEOUS (E.G. MISINFORMED ABOUT CAPABILITIES) DISCRIMINATION AND ITS EFFECT ON OCCUPATIONAL SEGREGATION AND THE REDUCTION OF THE RELATIVE WAGES OF WOMEN.

DISCRIMINATION
EQUAL PAY
OCCUPATIONAL SEGREGATION

4.5

43013

COHEN, MALCOLM S.
SEX DIFFERENCES IN COMPENSATION.
JOURNAL OF HUMAN RESOURCES, 6 (FALL, 1971), 434-447

IN ATTEMPTING TO ACCOUNT FOR THE DIFFERENCE IN AVERAGE PAY OF MEN AND WOMEN, THE AUTHOR CONCLUDES THAT THE MOST IMPORTANT REASON FOR THE DIFFERENCE IS THE CONCENTRATION OF WOMEN IN LOWER PAYING JOBS.

DISCRIMINATION

43014

O'NEILL, JUNE
THE SEX DIFFERENTIAL IN EARNINGS AND LABOR MARKET DISCRIMINATION AGAINST WOMEN
JOURNAL OF CONTEMPORARY BUSINESS, 2 (SUMMER, 1973), 41-52.

REVIEWING PAST STUDIES IN EARNINGS DIFFERENTIAL BETWEEN MEN AND WOMEN, THE AUTHOR CONCLUDES THAT MUCH OF THE DIFFERENTIAL CAN BE ATTRIBUTED TO THE FACT THAT WOMEN HAVE FEWER YEARS OF EXPERIENCE ON THE JOB AND THAT THERE IS DISCONTINUITY IN THEIR WORK EXPERIENCE. HOWEVER, THE AUTHOR ALSO CONCLUDES THAT AS MUCH AS 30% OF THE DIFFERENTIAL CAN BE ATTRIBUTED TO DISCRIMINATION. IN ADDITION, SHE DISCUSSES THE TRENDS IN THE EARNINGS DIFFERENTIAL AND POSSIBLE MECHANISMS THROUGH WHICH DISCRIMINATION OPERATES.

DISCRIMINATION
EQUAL PAY
LABOR MARKET EXPERIENCE
OCCUPATIONAL SEGREGATION

4.3 EARNINGS

43014

4.1, 4.5

4.4 UNIONS AND WORKING WOMEN

44001

AFL-CIO, INDUSTRIAL UNION DEPARTMENT
PROBLEMS OF WORKING WOMEN
SUMMARY REPORT OF A CONFERENCE SPONSORED BY INDUSTRIAL UNION
DEPARTMENT, AFL-CIO. JUNE 12-14, 1961, WASHINGTON, D.C.: 1961, 66 P.

CONTAINS SEVERAL SHORT ADDRESSES WHICH DISCUSS THE PROBLEMS OF ORGANIZING WOMEN CREATED BY THE CHARACTER OF THEIR LIFE TIME WORK PATTERNS, THE WHITE/BLUE COLLAR WORKER BALANCE, AND AUTOMATION. DISCUSSES THE ROLE OF UNIONS IN DEALING WITH WORKING WOMEN'S PROBLEMS (ON MANY LEVELS) AND THEIR FUTURE. INCLUDES RECOMMENDATIONS. URGES WOMEN'S TRADE UNIONISTS TO PARTICIPATE MORE IN UNIONS, COMMUNITIES, AND THE WORLD AT LARGE -- ESPECIALLY IN POLICY MAKING.

HIRING PRACTICES
LEGISLATION NEEDS
PROTECTIVE LAWS

44002

COOK, ALICE H.
WOMEN AND AMERICAN TRADE UNIONS
ANNALS OF THE AMER. ACAD. OF POL. & SOC. SCI., 375 (1-68), 124-132

THIS WORTHWHILE ARTICLE EXAMINES FOUR ASPECTS OF WOMEN'S PARTICIPATION IN UNION LIFE: 1) UNION ATTITUDES TOWARD PROTECTIVE LEGISLATION; 2) THE EFFECT OF EQUAL RIGHTS LEGISLATION ON WOMEN'S OPPORTUNITIES AND THE UNIONS' HANDLING OF THESE NEW KINDS OF GRIEVANCES; 3) THE DEGREE TO WHICH UNIONS INCLUDE SPECIAL CLAUSES COVERING WOMEN'S WAGES AND CONDITIONS IN THEIR CONTRACTS AND 4) THE PARTICIPATION OF WOMEN IN THE POLITICAL LIFE OF THE UNIONS. THE AUTHOR FOUND FEW CHANGES IN ATTITUDES OR PRACTICES OF UNIONS OVER THE PRECEDING 20 YEARS.

DISCRIMINATION
LABOR UNIONS

4.4 UNIONS AND WORKING WOMEN

44002

PROTECTIVE LAWS

4.5

44003

COHANY, HARRY P.
TRENDS AND CHANGES IN UNION MEMBERSHIP
MONTHLY LABOR REVIEW, 89 (MAY, 1966), 510-513.

THIS SUMMARY IS BASED ON THE DIRECTORY OF NATIONAL AND INTERNATIONAL LABOR UNIONS IN THE U. S. IN 1965 - (B.L.S. BULLETIN 1493). STATISTICS ON WOMEN MEMBERSHIP FOR 1958, 1960, 1962, AND 1964 ARE GIVEN.

LABOR UNIONS

4.1

44004

COHANY, HENRY P.
MEMBERSHIP OF AMERICAN TRADE UNIONS, 1960
MONTHLY LABOR REVIEW, 84 (DECEMBER, 1961), 1299-1308.

THIS ARTICLE IS A STATISTICAL ANALYSIS OF UNION MEMBERSHIP IN 1960 AND CONTAINS A VERY BRIEF SECTION ON WOMEN MEMBERS.

LABOR UNIONS

4.1

44005

DEWEY, LUCRETIA M.
WOMEN IN LABOR UNIONS
MONTHLY LABOR REVIEW, 94 (FEBRUARY, 1971), 42-48.

THIS ARTICLE, PROVIDING A MUCH NEEDED STATISTICAL PROFILE OF WOMEN'S PARTICIPATION IN THE LABOR UNION, NOTES THAT INCREASE IN WOMEN MEMBERSHIP LAGS BEHIND GROWTH IN EMPLOYMENT, AND THAT VERY FEW WOMEN HOLD OFFICE IN THE NATIONAL AND INTERNATIONAL UNIONS.

LABOR UNIONS

4.1, 5.4, 5.5, 5.6

4.4 UNIONS AND WORKING WOMEN

44006

HILLMAN, BESSIE
GIFTED WOMEN IN THE TRADE UNIONS
AMERICAN WOMEN: THE CHANGING IMAGE. ED. BY BEVERLY BENNER CASSARA. BOSTON: BEACON PRESS, 1962, 99-115.

NOTING THAT WOMEN ARE VIRTUALLY EXCLUDED FROM THE TOP LEADERSHIP OF THE LABOR UNION AND THE LITERATURE ON THE LABOR MOVEMENT, THE AUTHOR DOCUMENTS THE CONTRIBUTIONS OF NUMEROUS OUTSTANDING WOMEN THROUGHOUT THE HISTORY OF THE LABOR MOVEMENT; MARY JONES, CLARA LEMLICH, ESTHER PETERSON, FRIEDA MILLER, ALICE LEOPOLD, AND ELEANOR COIT TO NAME BUT A FEW. SHE CONCLUDES BY POINTING OUT THE EMPLOYMENT OPPORTUNITIES FOR WOMEN WITH THE LABOR UNION - EDUCATION DEPARTMENTS, ADMINISTRATIVE AND LIAISON POSITIONS, ECONOMIC AND SOCIAL RESEARCH, PUBLICATIONS, ORGANIZING, AND COMMUNITY RELATIONS AND SERVICES.

ADVANCEMENT BARRIERS
EMPLOYMENT OPPORTUNITIES
LABOR UNIONS

2.0

44007

INTER. FED. OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKER'S UNIONS
REPORT ON THE INTERNATIONAL CONFERENCE FOR WOMEN WORKERS
GERSAU, OCTOBER 18-20, 1960. AMSTERDAM, JANUARY, 1962.

A NICE BALANCE TO THE ILO PAMPHLETS. INCLUDES EUROPEAN UNION GRASS ROOTS REPORTS AND A SUMMARY OF OTHER REPORTS (E.G., BY THE EEC) ON BOTH THE PROGRESS OF THE ADOPTION OF THE EQUAL PAY PRINCIPLE AND THE INCONSISTENT SUPPORT FOR ILO RECOMMENDATIONS BY ITS MEMBER NATIONS' GOVERNMENTS AND EMPLOYERS' ASSOCIATIONS. MAJOR TOPICS ARE LEGISLATION, COLLECTIVE BARGAINING, PROBLEMS IN RECRUITING WOMEN INTO UNIONS, WORKING CONDITIONS, AND FAMILY VERSUS JOB RESPONSIBILITIES.

CAREER-MARRIAGE CONFLICT
EQUAL PAY
LABOR UNIONS

4.3

44008

NEARY, H. JAMES
AMERICAN TRADE UNION MEMBERSHIP IN 1962

4.4 UNIONS AND WORKING WOMEN

44008

MONTHLY LABOR REVIEW, 87 (MAY, 1964), 501-507.

THIS ARTICLE CONTAINS DATA WHICH INDICATES A CONTINUING DECLINE IN NUMBERS OF UNION MEMBERS. A VERY BRIEF SECTION ON WOMEN MEMBERS DISCUSSES THE RATIO OF UNION TO NON-UNION MEMBERS AND MALE-FEMALE UNION MEMBERSHIP PATTERNS. STATISTICS.

LABOR UNIONS

44009

A TRADE UNION LEADER SPEAKS: AN INTERVIEW WITH DORIS TURNER.
WOMEN'S RIGHTS LAW REPORTER. 1 (FALL/WINTER 1972/73) 73-75.

THIS IS AN INTERVIEW WITH THE BLACK WOMAN WHO ROSE TO THE LEADERSHIP OF LOCAL 1199 DRUG AND HOSPITAL WORKERS UNION. IT IS IN A QUESTION AND ANSWER FORMAT, AND CONTAINS INFORMATION ABOUT THE LOCAL AND WOMEN HOSPITAL WORKERS. IT CONTAINS HER VIEWS ON THE EQUAL RIGHTS AMENDMENT, WHICH ARE TYPICAL OF THE VIEWS OF MANY UNION LEADERS.

UNIONS
BLACK WOMEN
EQUAL RIGHTS AMENDMENT

4.5 ATTITUDES TOWARDS WORKING WOMEN

45001

BASS, BERNARD M.
KRUSELL, JUDITH
ALEXANDER, RALPH A.
MALE MANAGERS' ATTITUDES TOWARD WORKING WOMEN
AMERICAN BEHAVIORAL SCIENTIST, 15 (NOV.-DEC., 1971), 221-236.

BELIEVING THAT THE ATTITUDES OF MALE MANAGERS GREATLY AFFECT BOTH THE EMPLOYMENT AND PERFORMANCE OF WOMEN WORKERS, BASS ET AL., SUBMITTED QUESTIONNAIRES TO 147 MALE MANAGERS. THE ARTICLE PRESENTS AN EXCELLENT ANALYSIS OF THEIR FINDINGS IN THEIR EFFORTS TO DEFINE AND CLARIFY PREVALENT PREJUDICIAL ATTITUDES. AMONG THEIR FINDINGS: RESPONDENTS WHO DID NOT WORK

4.5 ATTITUDES TOWARDS WORKING WOMEN

45001

WITH WOMEN REGARDED THEM MORE HIGHLY THAN THOSE WHO DID; RESPONDENTS DID NOT FEEL THAT WOMEN WOULD MAKE GOOD SUPERVISORS - NOT NECESSARILY BECAUSE WOMEN WERE CONSIDERED INCOMPETENT, BUT BECAUSE BOTH MALE AND FEMALE SUBORDINATES WOULD NOT ACCEPT THEM.

DISCRIMINATION
EMPLOYER ATTITUDES
EMPLOYMENT
JOB PERFORMANCE
SEX-ROLE STEREOTYPES
WOMEN IN BUSINESS

5.3, 5.5

45002

EPSTEIN, CYNTHIA FUCHS
WOMEN'S PLACE
BERKELEY: UNIVERSITY OF CALIFORNIA PRESS, 1971, 221 P.

A THOUGHTFUL, CAREFULLY REFERENCED, AND WELL-WRITTEN BOOK ON THE SOCIOLOGY OF THE PROFESSIONAL WOMAN. THE IDEALS, IMAGES, AND IDEOLOGY OF WOMEN AND WOMEN'S ROLES, AND THE SOCIALIZATION PROCESS ARE RELATED TO THE OPTIONS AND LIMITS A WOMAN FACES WHEN SHE PURSUES A PROFESSIONAL CAREER. ALSO DISCUSSSED ARE THE PROBLEMS OF RECONCILING MULTIPLE ROLES, THE WAY THE PARTICIPATION OF WOMEN IN THE PROFESSIONS IS AFFECTED BY THE STRUCTURE OF THE PROFESSION, AND HOW WITHIN THE PROFESSIONS THE INTERACTION PATTERN AND OTHER IMPEDIMENTS INFLUENCE THE PERFORMANCE OF THE WOMAN PROFESSIONAL. THROUGHOUT THE EMPHASIS IS ON SEX-TYPING WITHIN THE SOCIAL STRUCTURE.

JOB PERFORMANCE
ROLE CONFLICT
SEX-ROLE STEREOTYPES
SOCIALIZATION

4.2, 5.1, 5.2

45003

HODGE, ROBERT W.
HODGE, PATRICIA
OCCUPATIONAL ASSIMILATION AS A COMPETITIVE PROCESS
AMERICAN JOURNAL OF SOCIOLOGY, 71 (NOVEMBER, 1965), 249-264.

STATISTICAL STUDY WHICH SHOWS THAT MINORITY GROUPS (I.E.,

4.5 ATTITUDES TOWARDS WORKING WOMEN

45003

NEGROES AND FEMALES) COMPETE WITH WHITE MALES FOR THE SAME JOBS AND ARE WILLING TO ACCEPT LOWER WAGES THUS ADJUSTING WAGES DOWNWARD FOR THE LATTER GROUP. SUGGESTS THAT DISCRIMINATION AGAINST FEMALES AND NEGROES IS DUE NOT ONLY TO EMPLOYER PREJUDICE BUT ALSO TO WHITE MALE WORKERS WHO TRY TO AVOID COMPETITION FROM MINORITY WORKERS.

DISCRIMINATION
EMPLOYER ATTITUDES
EQUAL PAY

45004

PRESSMAN, SONIA
SEX DISCRIMINATION IN EMPLOYMENT AND WHAT YOU CAN DO ABOUT IT
WOMEN LAWYERS JOURNAL, 54 (FALL, 1968), 6-10FF.

THIS ADDRESS OUTLINES SOME OF THE WORK UNDERTAKEN BY THE LEGAL SECTION OF THE EEOC IN THE AREA OF SEX DISCRIMINATION, AND ALSO STATES THE EEOC'S POSTION ON JOB CLASSIFICATIONS, STATE PROTECTIVE LEGISLATION, ADVERTIZING, INSURANCE, MARRIED AND PREGNANT WOMEN, RETIREMENT AGE, AND PENSIONS. THE DEFICIENCIES OF TITLE VII OF THE CIVIL RIGHTS ACT ARE DESCRIBED, AND MUCH PRACTICAL INFORMATION AND GUIDELINES FOR THOSE WHO WANT TO PRACTICE LAW IN THIS AREA ARE GIVEN.

AFFIRMATIVE ACTION
EEOC
PROTECTIVE LAWS
TITLE VII

5.1, 6.2, 7.1, 7.5

45005

MCDONALD, ELLEN E.
EDUCATED WOMEN: THE LAST MINORITY?
COLUMBIA UNIVERSITY FORUM, 10 (SUMMER, 1967), 30-34.

A COMPARATIVE ANALYSIS OF THE PROFESSIONAL STATUS OF EDUCATED WOMEN IN TRADITIONAL SOCIETIES (E.G. INDIA) WHERE EDUCATION AND STATUS ARE ONLY AVAILABLE TO WOMEN OF THE UPPER CLASS AND MOBILE SOCIETIES (E.G. USA) WHERE ALL PEOPLE AND GROUPS ARE BECOMING ELIGIBLE TO COMPETE FOR POSITIONS IN THE STRATEGIC ELITES. THE AUTHOR'S THESIS IS THAT THERE WILL BE INCREASED DISCRIMINATION

4.5 ATTITUDES TOWARDS WORKING WOMEN

45005

AGAINST WOMEN IN THE UNITED STATES AS PRESENT ELITES STRIVE TO PROTECT THEIR STATUS.

CAREER ASPIRATIONS
DISCRIMINATION
INTERNATIONAL STUDIES
STATUS

3.0,5.1,5.2

45006

KING, KARL
MCINTYRE, JENNIE
AXELSON, LELAND J.
ADOLESCENTS' VIEW OF MATERNAL EMPLOYMENT AS A THREAT TO THE MARITAL RELATIONSHIP
JOURNAL OF MARRIAGE AND THE FAMILY, 30 (NOVEMBER, 1968), 633-637.

A STUDY BASED ON INTERVIEWS WITH 1,055 NINTH GRADERS IN A FLORIDA SCHOOL DISTRICT TO SEE HOW AN ADOLESCENT'S SEX, PARENT'S EDUCATION, EMPLOYMENT STATUS OF THE MOTHER, HOME (BROKEN OR INTACT), AND THE AMOUNT OF FATHER'S PARTICIPATION IN DOMESTIC JOBS AFFECTED THE DEGREE TO WHICH THE RESPONDENT PERCEIVED MATERNAL EMPLOYMENT AS A THREAT TO THE MARRIAGE. FINDINGS INDICATED THAT BOYS PERCEIVED MORE THREAT THAN GIRLS DID GENERALLY. HOWEVER, THIS WAS NOT RIGID. THE HIGHER THE FATHER'S EDUCATION, THE MORE HE PARTICIPATED IN HOUSEHOLD TASKS AND THE ACTUAL EMPLOYMENT OF THE MOTHER VARIOUSLY MODIFIED THE DISTANCE BETWEEN THE BOY'S AND GIRL'S PERCEPTION AND THE EXTENT TO WHICH EACH SEX INDIVIDUALLY PERCEIVED A THREAT.

CHILDREN
DUAL-CAREER FAMILIES
FAMILY CHARACTERISTICS
ROLE PERCEPTION

6.2

45007

LEVITIN, TERESA
QUINN, ROBERT P.
STAINES, GRAHAM L.
SEX DISCRIMINATION AGAINST THE AMERICAN WORKING WOMAN
AMERICAN BEHAVIORAL SCIENTIST, 15 (NOV/DEC., 1971), 237-254.

IN ATTEMPTING TO LEARN MORE ABOUT OCCUPATIONAL SEX DISCRIMINATION,

4.5 ATTITUDES TOWARDS WORKING WOMEN

45007

THE AUTHORS PERFORMED A STUDY EXAMINING HOW CONSISTENTLY OCCUPATIONAL REWARDS ARE ALLOCATED ON THE BASIS OF ACHIEVEMENT AND WHETHER OBSERVED SEX DIFFERENCES IN REWARDS MAY BE ATTRIBUTED TO LEGITIMATE ACHIEVEMENT FACTORS. USING A NATIONAL PROBABILITY SAMPLE OF PERSONS LIVING IN HOUSEHOLDS, THE AUTHOR INTERVIEWED 539 WOMEN AND 993 MEN. EVEN THOUGH THE DOMINANT BUSINESS IDEOLOGY IS THAT ACHIEVEMENT OUGHT TO DETERMINE THE DISTRIBUTION OF OCCUPATIONAL REWARDS, IT RAPIDLY EMERGES THAT SEX DISCRIMINATION IS A PARTIAL REASON THAT REALITY OFTEN FAILS TO REFLECT THIS IDEOLOGY.

ACHIEVEMENT MOTIVATION
DISCRIMINATION
JOB PERFORMANCE

4.0

45008

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
THE MYTH AND THE REALITY.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1973, 3P.

THIS PAMPHLET PRESENTS SEVERAL POPULAR PREJUDICIAL STATEMENTS ABOUT WOMEN WORKERS AND BRIEFLY ILLUSTRATES THEIR FALLACIOUSNESS USING LABOR DEPARTMENT STATISTICS.

EMPLOYER ATTITUDES
SOCIETAL ATTITUDES

4.1, 4.2

45009

THE BUREAU OF NATIONAL AFFAIRS, INCORPORATED
SEX AND TITLE VII.
PERSONNEL POLICIES FORUM. SURVEY NO. 80. APRIL, 1967, 12P.

STATISTICAL AND OTHER INFORMATION BASED ON REPLIES FROM 78 EXECUTIVES. COVERS WORK FORCE COMPOSITION, RECRUITMENT, SELECTION AND PLACEMENT, TRAINING, EMPLOYEE MORALE, WOMAN SPECIFIC JOB LIMITATIONS, AND POLICIES TOWARDS MATERNITY AND MARRIAGE. BASED ON A SURVEY MADE OF EXECUTIVES WHO ARE ON THE PANEL OF THE BNA.

DISCRIMINATION
EMPLOYER ATTITUDES
EMPLOYMENT PATTERNS
HIRING PRACTICES

4.5 ATTITUDES TOWARDS WORKING WOMEN

45009

MATERNITY LEAVE
TITLE VII

3.2, 4.1, 7.0

45010

WILSON, VICTORIA
AN ANALYSIS OF FEMININITY IN NURSING.
AMERICAN BEHAVIORAL SCIENTIST, (NOVEMBER-DECEMBER, 1971), 214-220-

THIS SHORT PAPER EMPHASIZES THE SUBSERVIENT ROLE OF WOMEN IN NURSING. THIS ROLE IS THE RESULT OF SOCIETAL ATTITUDES ABOUT WOMEN, THEIR OWN SELF-IMAGES, AND THE INDOCTRINATION OF NURSING SCHOOLS.

NURSING
SEX-ROLE STEREOTYPES

5.5

45011

MCKELVEY, JEAN T.
SEX AND THE SINGLE ARBITRATOR.
INDUSTRIAL AND LABOR RELATIONS REVIEW, 24 (APRIL, 1971), 335-353.

WHEN CONDUCT SANCTIONED BY A COLLECTIVE BARGAINING AGREEMENT CONFLICTS WITH THE LAW, WHAT COURSE SHOULD THE ARBITRATOR TAKE? THE IMPORTANCE OF THIS OFT-DEBATED ISSUE HAS BEEN ENHANCED BY THE BAN ON SEX DISCRIMINATION - TITLE VII, CIVIL RIGHTS ACT - WHICH CONFLICTS NOT ONLY WITH MANY COLLECTIVE AGREEMENTS BUT WITH STATE LABOR LAWS AS WELL. ARBITRATORS HAVE BEEN RELUCTANT TO DEAL WITH THE CONFLICT, PREFERRING TO STAY WITH THE DOCTRINE OF SEPARATION BETWEEN CONTRACT AND LAW (MELTZER DOCTRINE). AUTHOR CRITICIZES THIS ATTITUDE AND ARGUES THAT ARBITRATION CANNOT REMAIN RELEVANT TO ECONOMIC AND SOCIAL NEEDS IF IT SHIES AWAY FROM THE LEGAL ASPECTS OF EMERGING PUBLIC POLICIES.

PROTECTIVE LAWS
TITLE VII

4.4, 7.1

5.0 OCCUPATIONS

5.0 OCCUPATIONS

50001

ALMQUIST, ELIZABETH M.
ANGRIST, SHIRLEY S.
CAREER SALIENCE AND ATYPICALITY OF OCCUPATIONAL CHOICE AMONG COLLEGE WOMEN
JOURNAL OF MARRIAGE AND THE FAMILY, 32 (MAY, 1970), 241-249.

THIS IS A LONGITUDINAL STUDY OF COLLEGE WOMEN, CONTRASTING WOMEN IN NON-CAREER FEMININE OCCUPATIONS WITH CAREER WOMEN IN MALE-DOMINATED FIELDS. THE LATTER FREQUENTLY HAVE MOTHERS WHO WORKED AND AN OCCUPATIONAL ROLE MODEL TO FOLLOW. LITTLE SUPPORT IS GIVEN TO THE IDEA THAT THESE WOMEN ARE DIFFERENT IN SOCIAL HABITS, RELATIONS WITH PARENTS OR DATING PATTERNS FROM NON-CAREER WOMEN.

CAREERS
CAREER CHOICE
FAMILY BACKGROUND

3.0, 3.1

50002

WOMEN IN THE PROFESSIONS: WHAT'S ALL THE FUSS ABOUT?
AMERICAN BEHAVIORAL SCIENTIST, 15 (NOV.-DEC., 1971), 1-297.

THIS ISSUE CONTAINS A SERIES OF PAPERS GENERALLY FOCUSING ON WOMEN IN THE PROFESSIONS. TOPICS COVERED ARE: 1) CHILDHOOD SOCIALIZATION OF MALES AND FEMALES; 2) WOMEN IN ACADEMIC POLITICAL SCIENCE; 3) WOMEN IN NON-ACADEMIC POLITICAL SCIENCE POSITIONS; 4) THE ROLE OF NURSING, PAST AND FUTURE; 5) MALE MANAGERS' ATTITUDES TOWARDS WORKING WOMEN (A HIGHLY STATISTICAL STUDY); 6) SEX DISCRIMINATION; 7) ANALYSIS OF CURRENT EMPLOYMENT ATTITUDES IN THE SOVIET UNION; 8) ACTIONS OF PROFESSIONAL WOMEN TO RAISE WOMEN'S STATUS.

DISCRIMINATION
EMPLOYER ATTITUDES
INTERNATIONAL STUDIES
NURSING
POLITICAL SCIENCE
SOCIALIZATION
WOMEN IN BUSINESS
WOMEN'S ORGANIZATIONS

4.5, 4.0

5.0 OCCUPATIONS

50003

GROSS, EDWARD
PLUS CA CHANGE . . .? THE SEXUAL STRUCTURE OF OCCUPATIONS OVER TIME
SOCIAL PROBLEMS, 16 (FALL, 1968), 198-208.

IN THIS ARTICLE INNOVATIVE EMPIRICAL ANALYSIS OF CENSUS DATA FROM THE DECADE YEARS BETWEEN 1900-1960 REVEAL LITTLE OR NO CHANGE IN SEXUAL SEGREGATION IN OCCUPATIONS DURING THAT PERIOD. WHEN A DECREASE IS EVIDENT, IT SEEMS TO BE ACCOMPANIED BY CONTINUED RESISTANCE OF MALE OCCUPATIONS TO FEMALES AND DECREASED RESISTANCE BY FEMALE OCCUPATIONS TO THE ENTRY OF MALES, A TENDENCY THE AUTHOR FEELS WORTHY OF FURTHER STUDY.

CAREER BARRIERS
HISTORY OF WOMEN'S EMPLOYMENT
OCCUPATIONAL SEGREGATION

4.1,4.5

50004

MANDEL, WILLIAM M.
SOVIET WOMEN IN THE WORK FORCE AND PROFESSIONS
AMERICAN BEHAVIORAL SCIENTIST, (NOVEMBER/DECEMBER, 1971), 225-280.

THIS STUDY ADDRESSES ITSELF TO THE STATUS OF THE RUSSIAN WORKING WOMAN. IT SEEMS THAT THERE IS GREATER OCCUPATIONAL EQUALITY IN SOVIET RUSSIA THAN IN WESTERN EUROPE OR THE UNITED STATES. THIS APPEARS TO RESULT FROM A CONSCIOUS POLICY ON THE PART OF THE GOVERNMENT TO RAISE WOMEN'S STATUS, AND THE ESTABLISHMENT OF FACILITIES AND POLICIES TO AID WORKING WOMEN. THE PAPER ALSO STATES THAT EQUALITY IS NOT YET COMPLETE. SOME STATISTICS ARE GIVEN.

DISCRIMINATION
INTERNATIONAL STUDIES
SOCIETAL ATTITUDES

4.5,5.1

50006

SAMPSON, JEAN
BAGLEY, LAURENCE P.
ANDERSON, HAYDEN L. V.
PART-TIME ASSIGNMENT OF WOMEN IN TEACHING
COOPERATIVE RESEARCH PROJECT NO. 2024. AUGUSTA, MAINE: MAINE
STATE DEPARTMENT OF EDUCATION, 1965, 119 P.

5.0 OCCUPATIONS

50006

THIS VOLUME CONTAINS A COMPREHENSIVE EMPIRICAL STUDY (UNDER THE AUSPICES OF HEW) TO DETERMINE THE EXTENT OF EMPLOYMENT OF PART-TIME WOMEN TEACHERS IN PUBLIC SCHOOLS AND THE NATURE OF THEIR TEACHING ASSIGNMENTS. THE RESULTS SHOW THAT MANY SCHOOLS EMPLOY PART-TIME TEACHERS, AND THAT THIS IS LIKELY TO INCREASE IN THE FUTURE. STATISTICAL DATA INCLUDED.

PART-TIME EMPLOYMENT
SECONDARY EDUCATION

4.1

50007

SCHWARTZ, JANE
PART-TIME EMPLOYMENT: EMPLOYER ATTITUDES ON OPPORTUNITIES FOR THE COLLEGE TRAINED WOMAN
NEW YORK: ALUMNAE ADVISORY CENTER, INC., 1964, 62 P.

BOOKLET WRITTEN AS A GUIDE TO WOMEN SEEKING PART-TIME EMPLOYMENT. THE FINDINGS AND CONCLUSIONS ARE BASED ON 155 INTERVIEWS IN THE NEW YORK CITY AREA.

CAREER OPPORTUNITIES
COLLEGE GRADUATES
EMPLOYER ATTITUDES
PART-TIME EMPLOYMENT

3.1, 4.5

50008

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
JOB HORIZONS FOR COLLEGE WOMEN IN THE 1960'S.
BULLETIN 288. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1964, 78P.

THIS CURSORY PAMPHLET DESCRIBES VARIOUS CAREER OPPORTUNITIES AVAILABLE TO WOMEN COLLEGE GRADUATES. INCLUDED IS SOMEWHAT DATED INFORMATION ON SALARIES, TRAINING, AND REQUISITE APTITUDES. APPENDED IS A LIST OF ADDRESSES OF MAJOR CAREER ORGANIZATIONS.

CAREER OPPORTUNITIES
EMPLOYMENT OPPORTUNITIES

3.0

5.0 OCCUPATIONS

50009

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU.
WHY NOT BE: AN ENGINEER? LEAFLET 41, AN OPTOMETRIST? LEAFLET 42
A PHARMACIST? LEAFLET 43, A MEDICAL TECHNOLOGIST? LEAFLET 44
A MATHEMATICIAN? LEAFLET 45, A PUBLIC RELATIONS WORKER? LEAFLET 46
A TECHNICAL WRITER? LEAFLET 47, A PERSONNEL SPECIALIST? LEAFLET 48
AN URBAN PLANNER? LEAFLET 49, AN APPRENTICE? LEAFLET 52
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1968.
2 P., REVISED 1971.

THIS SERIES OF LEAFLETS DESCRIBE SPECIFIC JOB OPPORTUNITIES AVAILABLE TO WOMEN. INCLUDED IS DATA ON POSSIBLE INCOME, APTITUDES, AND REQUISITE TRAINING. INFORMATION SOURCES CITED.

CAREER OPPORTUNITIES
OCCUPATIONS

3.1

5.1 WOMEN IN THE PROFESSIONS

51001

ALPENFELS, ETHEL J.
WOMEN IN THE PROFESSIONAL WORLD
AMERICAN WOMEN: THE CHANGING IMAGE. BEVERLY BENNER CASSARA. BOSTON:
BEACON PRESS, 1962, 73-89.

THE AUTHOR IS CONCERNED WIH PREVAILING ATTITUDES CONTRIBUTING TO THE CONCENTRATION OF WOMEN IN CERTAIN PROFESSIONS AND THE DECLINING PERCENTAGE OF PROESSIONAL WOMEN IN GENERAL. FOLLOWING A COMPREHENSIVE DISCUSSION OF HER THESIS THAT THERE ARE BOTH INTERNAL AND EXTERNAL ATTITUDES CONTRIBUTING TO THIS SITUATION, THE AUTHOR SUGGESTS ALTERNATIVES.

CAREER CHOICE
HIGHER EDUCATION
OCCUPATIONAL SEGREGATION
SEX ROLES
SOCIETAL ATTITUDES
VALUE CHANGE

4.0, 3.0

51002

5.1 WOMEN IN THE PROFESSIONS

51002

ASTIN, HELEN S.
THE WOMAN DOCTORATE IN AMERICA
HARTFORD, CONN.: RUSSELL SAGE FOUNDATION, 1969, 196 P.

A DISCUSSION OF THE CAREER PATTERNS, THE HOME AND LEISURE STYLE, THE OBSTACLES IN THE LIFE OF THE AMERICAN WOMAN DOCTORATE. THERE ARE AUTOBIOGRAPHICAL SKETCHES WHICH GIVE SELF-REPORTS ON REASONS FOR SUCCESS. HIGHLY READABLE AND BACKED UP BY STATISTICS.

CAREER ASPIRATIONS
CAREER CHOICE
CAREER DEVELOPMENT
CAREER-MARRIAGE CONFLICT
DOCTORAL DEGREES
ROLE CONFLICT

3.3, 4.2, 5.2

51003

BAILYN, LOTTE
NOTES ON THE ROLE OF CHOICE IN THE PSYCHOLOGY OF PROFESSIONAL WOMEN
DAEDALUS, 93 (SPRING, 1964), 700-710.

THE THESIS OF THIS ARTICLE IS THAT PROFESSIONAL WOMEN MUST CONSTANTLY RE-EVALUATE THEIR CAREER CHOICES IN LIGHT OF THEIR LIFE EXPERIENCES; MARIAGE, FAMILY AND CHILDREN LEAVING HOME. EDUCATED WOMEN RECEIVE CONTRADICTORY EXHORTATIONS, I.E., THAT THEY SHOULD NOT WASTE THEIR EDUCATION AND THAT THEY MUST CARE FOR THEIR FAMILIES FIRST OF ALL. THIS PRODUCES AMBIVALENCE AND GUILT. IT ADVOCATES WOMEN THAT REMAIN IN FEMININE PROFESSIONS TO RELIEVE TENSION AND ANXIETY.

ACHIEVEMENT MOTIVATION
CAREER-MARRIAGE CONFLICT
ROLE CONFLICT

3.0, 4.5, 6.2

51004

BARNES, J.
WOMEN AND ENTRANCE TO THE LEGAL PROFESSION
JOURNAL OF LEGAL EDUCATION, 23 (1971), 276-308.

THIS ARTICLE IS BASED ON A SURVEY OF LAW SCHOOL ADMISSIONS OFFICES AND OF THE FIFTY WOMEN STUDENTS AT THE UNIVERSITY OF

51004

VIRGINIA LAW SCHOOL TO DETERMINE THE EXTENT OF DISCRIMINATION AGAINST WOMEN - THOSE WHO MIGHT GO INTO LAW, THOSE IN LAW SCHOOL AND THOSE IN THE PROFESSION. THE LARGEST PROBLEM APPEARS TO BE THE SELF-SELECTION PROCESS WHICH KEEPS THE NUMBER OF FEMALE APPLICANTS LOW. THE BACKGROUND AND MOTIVATION OF THOSE WHO DO GO ARE BRIEFLY COMPARED TO THOSE OF MALE LAW STUDENTS. DISCRIMINATION BY LAW SCHOOLS WAS NOT POSSIBLE TO ESTIMATE. A FAIR PORTION WHO APPLY ARE ADMITTED AND THEY TEND TO DO SUPERIOR WORK. EMPLOYERS, HOWEVER, TEND NOT TO ASSESS WOMEN ON THIS BASIS. IF THEY HIRE WOMEN, THEIR ABILITIES ARE NOT UTILIZED OR REWARDED FULLY FOR A NUMBER OF REASONS. QUESTIONNAIRES, SCHOOLS SURVEYED, AND TABLES ARE APPENDED.

DISCRIMINATION
UNDERUTILIZATION OF WOMEN
WOMEN IN LAW

51005

COSER, ROSE L.
ROKOFF, GERALD
WOMEN IN THE OCCUPATIONAL WORLD: SOCIAL DISRUPTION AND CONFLICT
SOCIAL PROBLEMS, 18 (SPRING, 1971), 535-554.

THE BASIC PREMISE OF THIS ARTICLE IS THAT WHILE SOCIETY VALUES EQUALITY, AND WHILE EQUAL EDUCATION HOLDS OUT FOR WOMEN THE POTENTIAL OPPORTUNITY FOR CAREERS, PROFESSIONAL WOMEN WILL ALWAYS BE A VICTIM OF A BASIC CONFLICT. THE CONFLICT STEMS NOT SIMPLY FROM PARTICIPATION IN TWO DIFFERENT ACTIVITY SYSTEMS WHOSE CLAIM ON TIME ALLOCATION ARE INCOMPATIBLE, BUT IT ALSO STEMS FROM THE FACT THAT THE VALUES UNDERLYING THESE DEMANDS ARE CONTRADICTORY: PROFESSIONAL WOMEN ARE EXPECTED TO BE COMMITTED TO THEIR WORK 'JUST LIKE MEN' AT THE SAME TIME AS THEY ARE NORMATIVELY REQUIRED TO GIVE PRIORITY TO THEIR FAMILY.

CAREER-MARRIAGE CONFLICT
PSYCHOLOGICAL FACTORS
ROLE CONFLICT
ROLE PERCEPTION

4.0,4.5

51006

DINERMAN, BEATRICE

5.1 WOMEN IN THE PROFESSIONS

51006

SEX DISCRIMINATION IN THE LEGAL PROFESSION
AMERICAN BAR ASSOCIATION JOURNAL, 55 (OCTOBER, 1969), 951-954.

THIS ARTICLE STATES THAT DISCRIMINATION IS HIGHLY PREVALENT IN THE LEGAL PROFESSION, BOTH IN JOBS, AND IN ECONOMIC REWARD. LAW SCHOOLS ADMIT TO SCREENING WOMEN MORE RIGOROUSLY THAN MEN, AND EMPLOYERS, TOO, HAVE AN AVERSION TO HIRING THEM. TWO METHODS OF RESPONSE ARE DISCUSSED; OUTRIGHT FIGHTING AND DIPLOMACY. BASED ON A STUDY BY JAMES WHITE IN 1965.

DISCRIMINATION
EMPLOYER ATTITUDES

4.5, 7.5

51007

GUILIANI, BETTY
CENTRA, JOHN A.
THE WOMAN VETERINARIAN
PERSONNEL AND GUIDANCE JOURNAL, 46 (JUNE, 1968), 971-975.

A QUESTIONNAIRE WAS SENT TO THE GRADUATES OF THE COLLEGE OF VETERINARY MEDICINE AT MICHIGAN STATE UNIVERSITY TO ASCERTAIN THE DIFFERENCES BETWEEN MALE AND FEMALE PRACTITIONERS. THIS STUDY COVERS BACKGROUND, NUMBER OF YEARS PRACTICED, PART-TIME OR FULL-TIME STATUS, TYPE OF EMPLOYMENT, INCOME, DISCRIMINATION AND CAREER SATISFACTION. A STRAIGHTFORWARD ARTICLE; SHORT BUT COMPREHENSIVE.

CAREER CHOICE
DISCRIMINATION
FAMILY BACKGROUND
JOB SATISFACTION

4.2, 4.3

51008

LOPATE, CAROL
WOMEN IN MEDICINE
BALTIMORE, MD: JOHNS HOPKINS PRESS, 1968, 204 P.

EXAMINES THE LIFE STYLE OF THE AMERICAN WOMAN IN THE MEDICAL PROFESSION AND THE VARIABLES THAT FAVOR HER IN CHOOSING IT AS A CAREER. NOTING THE ADVERSE SOCIAL CLIMATE FOR MORE WOMEN IN AMERICAN MEDICINE, THE AUTHOR CONCLUDES THAT THE IMMEDIATE FUTURE OF AMERICAN WOMEN IN MEDICINE IS NOT GOOD.

5.1 WOMEN IN THE PROFESSIONS

51008

CAREER ASPIRATIONS
CAREER CHOICE
LIFE STYLES
WOMEN IN MEDICINE

3.0

51009

MATTFELD, JACQUELYN A.
VAN AKEN, CAROL G., EDS.
WOMEN AND THE SCIENTIFIC PROFESSIONS: THE MIT SYMPOSIUM ON AMERICAN WOMEN IN SCIENCE AND ENGINEERING
CAMBRIDGE: THE MIT PRESS, 1965, 250 P.

THIS VOLUME, PROCEEDINGS OF A SYMPOSIUM SPONSORED BY THE ASSOCIATION OF WOMEN STUDENTS AT THE MASSACHUSETTS INSTITUTE OF TECHNOLOGY, INCLUDES CONTRIBUTIONS BY SUCH WELL-KNOWN SCHOLARS AS ALICE ROSSI, JESSIE BERNARD, ERIK ERIKSON, AND BRUNO BETTELHEIM. IN ADDITION TO ADDRESSES AND PANEL PROCEEDINGS, THE PAPERS DEAL WITH THE COMMITMENT REQUIRED OF A WOMAN ENTERING A SCIENTIFIC PROFESSION, BARRIERS TO A CAREER CHOICE OF ENGINEERING, MEDICINE, OR SCIENCE, THE PRESENT SITUATION FACING WOMEN IN SCIENCE, IN INDUSTRY, GOVERNMENT, AND THE ACADEMIC COMMUNITY, AS WELL AS THE CASE FOR AND AGAINST THE EMPLOYMENT OF WOMEN.

CAREER BARRIERS
CAREER CHOICE
WOMEN IN MEDICINE
WOMEN IN SCIENCE

3.0, 4.5, 5.3, 5.4

51010

NATIONAL SCIENCE FOUNDATION
WOMEN IN SCIENTIFIC CAREERS
NSF 61-65. WASHINGTON, D.C.: U.S. GOVERNMENT PRINTING OFFICE, 1961, 18P.

A STATISTICAL STUDY WHICH EXAMINES THE EMPLOYMENT AND EDUCATION OF WOMEN WITH REGARDS TO SCIENCE CAREERS - AREAS AND INSTITUTIONS OF EMPLOYMENT, DEGREES EARNED, AND STATUS - AS COMPARED TO MEN. EXAMINES THOSE PERSONAL, FAMILY, AND SOCIAL FACTORS WHICH AFFECT WOMEN'S CAREER DECISIONS. IT EMPHASIZES THE NEED FOR INSTITUTIONAL AND SOCIAL CHANGES WHICH WOULD ENCOURAGE WOMEN TO GO INTO SCIENCE.

5.1 WOMEN IN THE PROFESSIONS

51010

CAREER CHOICE
EMPLOYMENT PATTERNS
FAMILY CHARACTERISTICS
REASONS WOMEN WORK
SOCIETAL ATTITUDES
STATUS
WOMEN IN SCIENCE

3.0

51011

PERRUCCI, CAROLYN CUMMINGS
MINORITY STATUS AND THE PURSUIT OF PROFESSIONAL CAREERS
SOCIAL FORCES, 49 (DECEMBER, 1970), 245-259

THIS ARTICLE CONTAINS THE RESULTS OF AN EMPIRICAL STUDY TO ASSESS THE EFFECTS OF MINORITY STATUS (I.E. FEMALE) ON THE PURSUIT OF PROFESSIONAL CAREERS IN SCIENCE AND ENGINEERING, BOTH TRADITIONALLY MASCULINE FIEDDS. USING STATISTICAL DATA COMPARING SELECTED CHARACTERISTICS OF CAREER AND NONCAREER MEN AND WOMEN WITH SIMILAR TRAINING, THE AUTHOR PRESENTS INFORMATION ON THE RELATIVE EARNINGS, OCCUPATIONAL ASPIRATION AND ATTAINMENT, AND FAMILY STATUS OF THE VARIOUS GROUPS.

CAREER ASPIRATIONS
FAMILY CHARACTERISTICS
WOMEN IN SCIENCE

3.3, 4.3

51012

ROSSI, ALICE S.
WOMEN IN SCIENCE: WHY SO FEW?
SCIENCE, 148 (MAY 28, 1965), 1196-1202

DESPITE THE INCREASE IN THE ABSOLUTE NUMBER OF SCIENTISTS THERE IS A RELATIVE DECREASE IN THE PROPORTION OF WOMEN IN SCIENCE. WOMEN ARE LACKING IN ADVANCED DEGREES, LESS LIKELY TO BE EMPLOYED IN INDUSTRY, CONSIDERABLY LESS LIKELY TO BE MARRIED, WILL EARN LESS MONEY, AND WORK FEWER HOURS PER WEEK. WITHDRAWAL RATES ARE HIGH MAINLY BECAUSE OF MARRIAGE AND CHILDREN AND, IF THE HUSBAND IS SUCCESSFUL, A WOMAN HAS NO PRESSURE TO USE HER TRAINING AND INTELLIGENCE---HUSBANDS MAY EVEN RESIST A DESIRE ON HER PART FOR A SEPARATE CAREER. THERE IS NOT ENOUGH TIME IN LATE ADOLESCENCE

5.1 WOMEN IN THE PROFESSIONS

51012

FOR WOMEN TO DEVELOP A VALUE SYSTEM OF THEIR OWN AND REACH INDIVIDUAL GOALS, IT SEEMS LIKELY THAT FEWER COLLEGE-TRAINED WOMEN WILL PURSUE SERIOUS FIELDS IN THE FUTURE.

ADVANCEMENT BARRIERS
CAREER-MARRIAGE CONFLICT
GRADUATE EDUCATION
SCIENCE, WOMEN

4.5

51013

SASSOWER, DORIS L.
WOMEN IN THE LAW: THE SECOND HUNDRED YEARS.
AMERICAN BAR ASSOCIATION JOURNAL, 57 (APRIL, 1971), 329-332

THIS ARTICLE DISCUSSES THE INEQUALITY OF WOMEN IN LAW IN TERMS OF NUMBERS AND POSITIONS, SEX-TYPING, THEIR EXCLUSION FROM POLICY-MAKING BODIES, DISCRIMINATION BY SCHOOLS AND EMPLOYERS, AND WHAT AFFIRMATIVE ACTION HAS BEEN TAKEN AND COULD BE TAKEN BY THE GOVERNMENT, THE POLITICAL WOMEN'S CAUCUS, AND OTHER LEGAL GROUPS.

AFFIRMATIVE ACTION
SEX-ROLE STEREOTYPES
UNDERUTILIZATION OF WOMEN
WOMEN IN LAW

7.5

51014

SWERDLOFF, SOL
JOB OPPORTUNITIES FOR WOMEN COLLEGE GRADUATES.
MONTHLY LABOR REVIEW, 87 (APRIL,1964), 396-400

TRENDS INDICATE THAT JOB OPPORTUNITIES FOR WOMEN REQUIRE THEM TO HAVE MORE EDUCATION AT THE COLLEGE LEVEL AND TO CONTINUE FOR SPECIALIZED TRAINING AT THE GRADUATE LEVEL. MANY HURDLES STILL EXIST: 1) EQUAL PAY FOR BOTH SEXES, 2) COMPETITION WITH MEN, 3) LACK OF COLLEGE PLANNING FOR SPECIFIC CAREERS, AND 4) EMPLOYER ATTITUDES.

CAREER BARRIERS
COLLEGE GRADUATES
EMPLOYMENT OPPORTUNITIES

5.1 WOMEN IN THE PROFESSIONS

51014

EQUAL PAY
HIRING PRACTICES
UNDERUTILIZATION OF WOMEN

3.3, 3.4, 5.3

51015

TINKER, IRENE
NONACADEMIC PROFESSIONAL POLITICAL SCIENTISTS.
AMERICAN BEHAVIORAL SCIENTIST, 15. (NOVEMBER/DECEMBER, 1971.),
206-212P.

THIS ARTICLE ASSESSES THE OPINIONS OF WOMEN IN A VARIETY OF EXTRA-ACADEMIC POLITICAL SCIENCE POSITIONS. DISCRIMINATION AND UNDERUTILIZATION WERE DEMONSTRATED TO BE EVIDENT, AND MUCH DISCRIMINATION IS FROM TRADITION. QUESTIONNAIRES WERE USED TO GATHER THE INFORMATION.

CAREER BARRIERS
DISCRIMINATION
FEDERAL EMPLOYMENT
POLITICAL SCIENCE
UNDERUTILIZATION OF WOMEN

4.5, 5.4

51016

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
EXCERPTS FROM TRENDS IN EMPLOYMENT OF COLLEGE AND UNIVERSITY
GRADUATES IN BUSINESS AND INDUSTRY, 1971.
WASHINGTON, D.C.: GOVERNMENT PRINTING OFFICE, FEBRUARY, 1971, 3P.

THIS BRIEF PAMPHLET CONTAINS PERTINENT DATA FROM 120 COMPANIES REPRESENTING 11 FIELDS INDICATING AN 11% INCREASE IN THE HIRING OF WOMEN COLLEGE GRADUATES IN 1971. ALSO INCLUDED ARE SOME RESULTS AND A LIST OF PREJUDICIAL STATEMENTS TAKEN FROM A STUDY UNDERTAKEN TO DETERMINE WHY COLLEGE MEN EARN MORE THAN COLLEGE WOMEN.

DISCRIMINATION
EMPLOYMENT PATTERNS
HIGHER EDUCATION

3.3, 4.5, 4.2

5.1 WOMEN IN THE PROFESSIONS

51017

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
CAREERS FOR WOMEN AS TECHNICIANS.
BULLETIN 282. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING
OFFICE, 1961, 28P.

THIS PAMPHLET DISCUSSES CAREER OPPORTUNITIES (INCLUDING EARNINGS, ADVANCEMENT AND TRAINING) AVAILABLE TO WOMEN AS TECHNICIANS. WOMEN ARE ENCOURAGED TO ENTER THESE PREDOMINANTLY MASCULINE FIELDS.

CAREER OPPORTUNITIES
FEDERAL EMPLOYMENT

3.0, 5.4

51018

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
FACT SHEET ON WOMEN IN PROFESSIONAL AND TECHNICAL POSITIONS.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
OCTOBER, 1966, 5P.

THIS FACT SHEET CONTAINS STATISTICAL INFORMATION INDICATING THE INCREASED NUMBERS BUT DECLINING PROPORTION OF WOMEN IN PROFESSIONAL AND TECHNICAL OCCUPATIONS BETWEEN 1940 AND 1966, (I.E., WOMEN TEND TO BE CONCENTRATED IN THE HEALTH AND TEACHING FIELDS BUT NOT IN HIGH LEVEL POSITIONS). DATA INDICATING NUMBERS AND TYPES OF ADVANCED DEGREES CONFERRED DURING THIS PERIOD IS ALSO INCLUDED.

DOCTORAL DEGREES
OCCUPATIONS

4.1

51019

WHITE, JAMES
WOMEN IN THE LAW
MICHIGAN LAW REVIEW, (APRIL, 1967), 1052-1121

THIS STUDY WAS DONE TO ASCERTAIN THE EXISTENCE AND THE EXTENT OF DISCRIMINATION AGAINST WOMEN IN LAW. USING QUESTIONNAIRES SENT TO 1298 WOMEN AND 1329 MEN LAW SCHOOL GRADUATES BETWEEN 1956 AND 1965, THE AUTHOR GATHERED DATA ON INCOME, JOB PROFILES, FAMILY ATTITUDES TOWARD DISCRIMINATION, AND REASONS FOR STUDYING LAW. TEN FACTORS, OTHER THAN DISCRIMINATION, WERE TESTED TO ACCOUNT FOR INCOME DIFFERENTIALS BETWEEN MEN AND WOMEN, AND WERE FOUND TO BE INSIGNIFICANT. THE AUTHOR ALSO SUGGESTS THAT THE DISCRIMINATION

51019

WAS NON-FUNCTIONAL. INCLUDES STATISTICS, QUESTIONNAIRE, DISCUSSION OF AFFIRMATIVE ACTION.

WOMEN IN LAW
DISCRIMINATION
ADVANCEMENT BARRIERS
CAREER CHOICE

4.2, 4.3, 4.5, 3.0

51020

WOMEN IN ENGINEERING.
ENGINEERING MANPOWER BULLETIN, (MAY, 1972), 6P.

THIS SHORT ARTICLE DISCUSSES THE CURRENT AND PROSPECTIVE PARTICIPATION OF WOMEN IN THE ENGINEERING PROFESSION. MENTIONED ARE COMMON MYTHS CONCERNING WOMEN IN ENGINEERING, NUMBERS OF OF WOMEN OBTAINING DEGREES IN ENGINEERING, SALARY EXPECTATIONS, PROBLEMS IN SELECTING ENGINEERING AS A CAREER AND DISCRIMINATION IN THE PROFESSION.

DISCRIMINATION
CAREER CHOICE
OCCUPATIONAL SEGREGATION

3.0

51021

LINN, ERWIN L.
WOMEN DENTISTS: CAREER AND FAMILY.
SOCIAL PROBLEMS, 18 (WINTER, 1971), 393-404.

RESULTS OF QUESTIONNAIRES RETURNED BY 785 WOMEN DENTISTS WHO HAD GRADUATED FROM UNITED STATES DENTAL SCHOOLS ARE REPORTED IN THIS ARTICLE. CAREER DID NOT TEND TO STAND IN THE WAY OF MARRIAGE AND FAMILY, HOWEVER, MARRIAGE INCREASED THE LIKELIHOOD OF INTERRUPTIONS AND CUTTING DOWN THE TIME IN WORK. RETIREMENT AT A YOUNG AGE WAS RELATIVELY RARE. COMMITMENT AND SATISFACTION EVIDENTLY TEND TO KEEP MARRIED WOMEN DENTISTS PROFESSIONALLY ACTIVE. IMPORTANT TO THE COMMITMENT WAS THE HIGH PERCENTAGE OF HUSBANDS REPORTED AS ACCEPTING OF THEIR WIVES' CAREERS; BUT PART OF THEIR ACCEPTANCE MAY HAVE BEEN THE WIVES' WILLINGNESS TO INTERRUPT OR CUT DOWN TIME IN WORK TO MEET FAMILY DEMANDS.

CAREER-MARRIAGE CONFLICT

5.1 WOMEN IN THE PROFESSIONS

51021

DUAL-CAREER FAMILIES
WORKING WIVES

6.2

51022

EPSTEIN, CYNTHIA FUCHS
ENCOUNTERING THE MALE ESTABLISHMENT: SEX-STATUS LIMITS ON WOMEN'S CAREERS IN THE PROFESSIONS.
AMERICAN JOURNAL OF SOCIOLOGY, 75 (MAY, 1970), 965-982.

THIS ARTICLE IDENTIFIES THE MORE SUBTLE PROCESSES AND STRUCTURES OF THE PROFESSIONS IN THE UNITED STATES WHICH ACT TO LIMIT WOMEN'S PARTICIPATION AND ACHIEVEMENT WITHIN THEM. THE AUTHOR CITES, E.G., THAT THE PROTEGE SYSTEM OF ADVANCEMENT IS NOT OPEN TO WOMEN. SOME EMPIRICAL DATA.

CAREER ADVANCEMENT
CAREER BARRIERS

4.2, 4.5

5.2 WOMEN IN ACADEMIA

52001

ASTIN, HELEN S.
BAYER, ALAN E.
SEX DISCRIMINATION IN ACADEME
EDUCATIONAL RECORD, 53 (SPRING, 1972), 101-118.

THIS ARTICLE DISCUSSES SOME OF THE RELEVANT VARIABLES WHICH DIFFERENTIATE MEN AND WOMEN IN THE UNIVERSITY SYSTEM. DATA ARE FROM A NATIONAL SURVEY OF COLLEGE AND UNIVERSITY TEACHING FACULTY, UNDERTAKEN IN 1969 BY THE CARNEGIE COMMISSION ON HIGHER EDUCATION. THE AUTHOR SHOWS THAT THERE IS A DEFINITE SEX BIAS THAT OPERATES IN THE ACADEMIC REWARD STRUCTURE.

DISCRIMINATION
HIGHER EDUCATION
UNDERUTILIZATION OF WOMEN

4.5, 5.1

5.2 WOMEN IN ACADEMIA

52002

BERNARD, JESSIE
ACADEMIC WOMEN
UNIVERSITY PARK, PENN.: THE PENN. STATE UNIV. PRESS, 1964, 331 P.

THIS IS A FULL-LENGTH STUDY OF THE SOCIOLOGY OF ACADEMIC WOMEN. THE AUTHOR SURVEYS THE HISTORY OF WOMEN IN ACADEMIA, PRESENTS BIOGRPHICAL SKETCHES OF KEY WOMEN, ANALYZES STATISTICAL DATA TO BACK UP THE AUTHOR'S COMMENTS.

ADVANCEMENT BARRIERS
CAREER ASPIRATIONS
CAREER CHOICE
CAREER DEVELOPMENT
HIGHER EDUCATION

3.3, 4.1, 4.5

52003

BAYER, ALAN E.
COLLEGE AND UNIVERSITY FACULTY: A STATISTICAL DESCRIPTION
REPORT ON A COLLABORATIVE SURVEY BY THE CARNEGIE COMMISSION ON THE FUTURE OF HIGHER EDUCATION AND THE AMERICAN COUNCIL ON EDUCATION.
ACE RESEARCH REPORTS. VOL. 5, NO. 5, JUNE, 1970, [illegible] P.

THIS REPORT DEALS WITH THE FIRST OF A SERIES OF PROJECTS TO BE COMPLETED BY THE CARNEGIE COMMISSION ON THE FUTURE OF HIGHER EDUCATION CONCERNING STUDENTS, FACULTY, AND ADMINISTRATORS IN THE NATION'S COLLEGES AND UNIVERSITIES. THIS STUDY IS CONCERNED WITH THE TEACHING STAFF AND PROVIDES NORMATIVE TABULATIONS FOR THE ENTIRE GROUP OF COLLEGE AND UNIVERSITY FACULTY. THE DATA WERE COLLECTED BY MEANS OF A 12-PAGE QUESTIONNAIRE MAILED TO A NATIONAL SAMPLE OF FACULTY AT 303 COLLEGES AND UNIVERSITIES. TABLES INCLUDE DEMOGRAPHIC AND BACKGROUND CHARACTERISTICS, PROFESSIONAL BACKGROUND, ACADEMIC ACTIVITY, ATTITUDES TOWARD EDUCATION, AND POLITICAL PREFERENCE.

FAMILY BACKGROUND
HIGHER EDUCATION

1.0, 3.3

52004

BAYER, ALAN E.
ASTIN, HELEN S.
SEX DIFFERENCES IN ACADEMIC RANK AND SALARY AMONG SCIENCE DOCTORATES

5.2 WOMEN IN ACADEMIA

52004

IN TEACHING
JOURNAL OF HUMAN RESOURCES, 3 (SPRING, 1968), 191-200.

AN ANALYSIS OF EMPLOYMENT DATA FROM THE 1964 NATIONAL REGISTER OF SCIENTIFIC AND TECHNICAL PERSONNEL REPORTED BY 2700 RECENT SCIENCE PH.D.'S REVEALS THAT SALARY DISCRIMINATION IS PRACTICED MORE SEVERELY THAN DISCRIMINATION REGARDING TENURE OR PROMOTIONS. WOMEN PH.D.'S IN THE NATURAL SCIENCES ADVANCE MORE RAPIDLY THAN WOMEN PH.D.'S IN THE SOCIAL SCIENCES.

ADVANCEMENT BARRIERS
DISCRIMINATION
DOCTORAL DEGREES
EQUAL PAY
WOMEN IN SCIENCE
SOCIAL SCIENCES

4.3, 5.1

52005

CA. ST. UNIV. & COLL. OFFICE OF THE CHANCELLOR, FACULTY AND STAFF AFFAIRS
EMPLOYMENT SURVEY: SURVEY OF EMPLOYMENT OF WOMEN AND MEMBERS OF VARIOUS ETHNIC GROUPS
LOS ANGELES: CALIF. STATE UNIVERSITY AND COLLEGES, 1972, 40 P.

THIS 1971 SURVEY OF EMPLOYMENT IS BASED ON DATA OBTAINED FROM THE ANNUAL EMPLOYMENT SURVEY CONDUCTED BY THE CHANCELLOR'S OFFICE OF THE CALIFORNIA STATE UNIVERSITY AND COLLEGE SYSTEM. IT IS A STATISTICAL REPORT OF MINORITY AND FEMALE EMPLOYEE POPULATION DISTRIBUTION BY CAMPUS, OCCUPATIONAL ANALYSIS BY ETHNIC GROUPS, SUPERVISORY PERSONNEL, SALARIES. INCLUDES INFORMATION ON PERSONNEL PRACTICES AND PROGRAMS.

ASIAN - AMERICAN WOMEN
BLACK WOMEN
HIGHER EDUCATION
MEXICAN-AMERICAN WOMEN

4.1, 4.2, 4.3, 6.4

52006

COHEN, AUDREY C.
WOMEN AND HIGHER EDUCATION: RECOMMENDATIONS FOR CHANGE
PHI DELTA KAPPA, (NOVEMBER, 1971), 164-167.

5.2 WOMEN IN ACADEMIA

52006

THIS ARTICLE DISCUSSES THE CYCLE OF PERPETUAL DISCRIMINATION AGAINST WOMEN IN SOCIETY AND IN UNIVERSITIES. IT RECOMMENDS THAT INSTITUTIONS OF HIGHER EDUCATION MAKE POLICY AND STRUCTURE CHANGES TO INVOLVE WOMEN IN ALL LEVELS AND IN ALL FIELDS, INCLUDING SUCH BACK UP PROGRAMS AS HEALTH CARE, CHILD CARE, AND WOMEN STUDIES.

EDUCATIONAL BARRIERS
HIGHER EDUCATION
UNITED STATES DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
WOMEN'S STUDIES

52007

DOLAN, ELEANOR
DAVIS, MARGARET P.
ANTI-NEPOTISM RULES IN COLLEGES AND UNIVERSITIES: THEIR EFFECT ON THE FACULTY EMPLOYMENT OF WOMEN
EDUCATION RECORD, 41 (OCTOBER, 1969), 285-291.

AN EARLY SURVEY OF 285 PUBLIC AND PRIVATE INSTITUTIONS OF VARYING SIZES. OF THESE A REPRESENTATIVE SAMPLE OF 95 WERE SELECTED. THE FINDINGS SHOW THAT MORE THAN HALF OF THE INSTITUTIONS DID NOT HAVE ANTI-NEPOTISM RULES, THAT PRIVATE SCHOOLS WERE MORE OPEN THAN PUBLIC, AND THAT THE VARIETY OF ANTI-NEPOTISM RULES WAS GREAT. ONE GROUP SAW FACULTY WIVES AS A RESERVE OF PART-TIME AND TEMPORARY HELP. STATISTICS.

ADVANCEMENT BARRIERS
CAREER BARRIERS
DISCRIMINATION
EMPLOYER ATTITUDES
HIGHER EDUCATION
HIRING PRACTICES
MANPOWER DEMANDS
UNDERUTILIZATION OF WOMEN

4.5

52008

FAVA, SYLVIA
THE STATUS OF WOMEN IN PROFESSIONAL SOCIOLOGY
AMERICAN SOCIOLOGICAL REVIEW, 25 (APRIL, 1960), 271-82.

5.2 WOMEN IN ACADEMIA

52008

THIS ARTICLE CONTAINS THE RESULTS OF AN EMPIRICAL STUDY TO UNDERSTAND THE DECLINE IN NUMBERS OF WOMEN SOCIOLOGY STUDENTS AS THEY PROGRESS FROM UNDERGRADUATE TO GRADUATE STATUS. STATISTICAL DATA IS INCLUDED. COMPARISONS WITH OTHER FIELDS CITED.

ACHIEVEMENT MOTIVATION
CAREER ASPIRATIONS
DOCTORAL DEGREES
GRADUATE EDUCATION
SOCIAL SCIENCES

4.3

52009

FERBER, MARIANNE A.
LOEB, JANE W.
PERFORMANCE, REWARDS AND PERCEPTIONS OF SEX DISCRIMINATION AMONG MALE AND FEMALE FACULTY
AMERICAN JOURNAL OF SOCIOLOGY, 78 (JANUARY, 1973), 995-1002.

THIS ARTICLE PRESENTS THE RESULTS OF A STUDY TO RELATE MARITAL AND PARENTAL STATUS TO PRODUCTIVITY, SALARY, AND RANK FOR MEN AND WOMEN FACULTY AT A MIDWESTERN UNIVERSITY. THE DATA REVEAL THAT 1) REWARDS ARE INFLUENCED BY MARITAL STATUS BUT IN OPPOSITE DIRECTIONS FOR MEN AND WOMEN, 2) REWARDS ARE NOT HIGHER IN FIELDS WITH A SMALLER PROPORTION OF WOMEN, AND 3) PERCEPTIONS OF SEX DISCRIMINATION ARE MORE REALISTIC AMONG WOMEN THAN MEN.

ADVANCEMENT BARRIERS
DISCRIMINATION
MARITAL STATUS
OCCUPATIONAL SEGREGATION

4.0, 6.2, 6.3

52010

FIDELL, L. S.
EMPIRICAL VEIFICATION OF SEX DISCRIMINATION IN HIRING PRACTICES IN PSYCHOLOGY
AMERICAN PSYCHOLOGIST, 25 (1970), 1094-1098.

QUESTIONNAIRES WERE SENT TO PSYCHOLOGY DEPARTMENTS OF 228 UNITED STATES COLLEGES AND UNIVERSITIES. EACH QUESTIONNAIRE CONTAINED TEN PARAGRAPHS, EACH OF WHICH DESCRIBED A FABRICATED

5.2 WOMEN IN ACADEMIA

52010

CANDIDATE TO BE EVALUATED AS IF THE CANDIDATE WAS TO BE HIRED. THE CANDIDATES WERE DISTINGUISHED BY DIFFERENT BALANCES OF NINE FACTORS THAT SEEMED IMPORTANT IN EVALUATIONS. HALF THE SAMPLE WERE TOLD THAT THE CANDIDATES WERE ALL WOMEN; HALF, THAT THEY WERE ALL MEN. RESPONSES INDICATED THAT WHILE SEX DISCRIMINATION ON DESIRABILITY RATINGS WAS NOT SIGNIFICANT, IT WAS ON HIRING DECISIONS. MEN GOT ALL THE FULL PROFESSORSHIPS, MORE OF THE HIGHER POSITIONS, AND MORE OF THOSE LEADING TO TENURE THAN DID WOMEN. SUGGESTS MORE RESEARCH WITH A MORE POWERFUL SURVEY.

DISCRIMINATION
HIRING PRACTICES
PSYCHOLOGY

4.1

52011

FISCHER, ANN
GOLDE, PEGGY
THE POSITION OF WOMEN IN ANTHROPOLOGY

AN ASSESSMENT OF ANTHROPOLOGY'S FAVORABLE REPUTATION REGARDING OPPORTUNITY FOR WOMEN. DISCUSSES TRENDS IN NUMBERS AND PERCENTAGES OF WOMEN PH.D.'S BEFORE AND AFTER THE WAR, ADMISSIONS TO GRADUATE SCHOOLS, EMPLOYMENT POSITIONS, AND PUBLICATIONS. STATISTICS, COMPARATIVE DATA.

CAREER OPPORTUNITIES
GRADUATE EDUCATION
SOCIAL SCIENCES

4.1, 5.1

52012

HOWE, FLORENCE
MORLOCK, LAURA
BERK, RICHARD
STATUS OF WOMEN IN MODERN LANGUAGE DEPARTMENTS: A REPORT
PUBLICATIONS OF THE MODERN LANGUAGE ASSOCIATION OF AMERICA, 86, (MAY, 1971), 459-468.

THE COMMISSION ON STATUS OF WOMEN IN THE MODERN LANGUAGE ASSOCIATION CONDUCTED A NATIONWIDE SURVEY ON THE POSITION OF WOMEN IN ENGLISH AND MODERN LANGUAGE DEPARTMENTS. INFORMATION WAS COLLECTED ON TYPES OF APPOINTMENTS, RANKS, TEACHING PATTERNS, SALARY

5.2 WOMEN IN ACADEMIA

52012

LEVELS OF MEN AND WOMEN FACULTY, THE PROPORTION OF WOMEN AMONG GRADUATE ENROLLMENTS, AND RECENT DEGREES AWARDED. WOMEN FIND THEMSELVES FOR THE MOST PART, IN LESS PRESTIGIOUS, LESS PRIVILEGED INSTITUTIONS TEACHING MAINLY FRESHMEN AND SOPHOMORES AND EARNING LESS MONEY THAN THEIR MALE COUNTERPARTS.

ADVANCEMENT BARRIERS
DISCRIMINATION
EQUAL PAY

4.0, 4.1, 4.3, 4.5

52013

LEWIN, ARIE Y.
DUCHAN, LINDA
WOMEN IN ACADEMIA
SCIENCE, 173 (SEPTEMBER, 3, 1971), 892-895.

THE RESULTS OF A STUDY OF HIRING DECISIONS IN PHYSICAL SCIENCE DEPARTMENTS REVEAL A CONSISTENT TREND TOWARD DISCRIMINATION AGAINST WOMEN IN ACADEMIA. A WOMAN WITH CLEARLY SUPERIOR QUALITIES IS LIKELY TO BE HIRED, HOWEVER WHEN TWO EQUALLY QUALIFIED APPLICANTS ARE BEING CONSIDERED FOR AN ACADEMIC POSITION, THE MALE IS MORE LIKELY TO BE CHOSEN.

DISCRIMINATION
EMPLOYER ATTITUDES
HIRING PRACTICES
WOMEN IN SCIENCE

4.5

52014

MITCHELL, JOYCE M.
STARR, RACHEL R.
A REGIONAL APPROACH FOR ANALYZING THE RECRUITMENT OF ACADEMIC WOMEN
AMERICAN BEHAVIORAL SCIENTIST, 15 (NOVEMBER/DECEMBER, 1971), 183-205.

THIS ARTICLE PRESENTS AN ANALYSIS OF CURRENT TRENDS AND PROJECTIONS CONCERNING THE RECRUITMENT OF ACADEMIC WOMEN ON THE WEST COAST. REFERENCES ARE MADE TO MANY RELEVANT STUDIES AND STATISTICAL DATA IS PRESENTED ON POLITICAL SCIENCE STUDENT ENROLLMENT AND DEGREES CONFERRED; GRADUATE SCHOOLS, NUMBERS OF FEMALE FACULTY AND FEMALE STUDENTS. ALSO DISCUSSED ARE PERCEIVED SEX DISCRIMINATION IN GRADUATE TRAINING, AND PERCEIVED CAREER DIFFICULTIES DUE TO SEX.

5.2 WOMEN IN ACADEMIA

52014

CAREER BARRIERS
DISCRIMINATION
DOCTORAL DEGREES
GRADUATE EDUCATION
HIGHER EDUCATION
HIRING PRACTICES
POLITICAL SCIENCE

52015

OLTMAN, RUTH M.
WOMEN IN THE PROFESSIONAL CAUCUSES
AMERICAN BEHAVIORAL SCIENTIST, 15 (NOVEMBER/DECEMBER, 1971), 281-302.

THIS ARTICLE DISCUSSES THE INCREASE IN WOMEN'S CAUCUSES AND COMMITTEES IN PROFESSIONAL ORGANIZATIONS. IT OUTLINES THEIR FUNCTIONS AND DESCRIBES MANY ACHIEVEMENTS. REFERENCE IS MADE TO SEVERAL SPECIFIC SUCH ORGANIZATIONS.

PROFESSIONAL CAUCUSES
WOMEN'S ORGANIZATIONS

52016

PARRISH, JOHN B.
WOMEN IN TOP LEVEL TEACHING AND RESEARCH
JOURNAL OF THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN, 55 (JANUARY, 1962), 99-106.

THROUGH ANALYSIS OF STATISTICAL DATA ON HIRING PRACTICES AT MAJOR UNIVERSITIES IN 1960, THE AUTHOR DESCRIBES THE UNDERUTILIZATION OF WOMEN FACULTY IN TOP LEVEL TEACHING AND RESEARCH POSITIONS.

ADVANCEMENT BARRIERS
DOCTORAL DEGREES
HIGHER EDUCATION
UNDERUTILIZATION OF WOMEN

5.1

52017

5.2 WOMEN IN ACADEMIA

52017

SHULMAN, CAROL HERNSTADT
AFFIRMATIVE ACTION: WOMEN'S RIGHTS ON CAMPUS
PREPARED BY THE ERIC CLEARINGHOUSE ON HIGHER EDUCATION. WASHINGTON, D.C. THE AMERICAN ASSOCIATION FOR HIGHER EDUCATION, SEPTEMBER 1972, 46 P.

A CONCISE DISCUSSION OF THE AFFIRMATIVE ACTION PROGRAMS FOR WOMEN IN INSTITUTIONS OF HIGHER EDUCATION. IT COVERS BOTH THE LEGAL BASES FOR AFFIRMATIVE ACTION -- EXECUTIVE ORDER 11375, AMENDMENTS TO TITLE VII OF THE CIVIL RIGHTS ACT, AND THE HIGHER EDUCATION ACT OF 1972 -- AND THE ISSUES AND PROBLEMS ARISING FROM THE PRACTICAL APPLICATION OF THE LAWS. SOME OF THE ISSUES DISCUSSED ARE GOALS AND TIMETABLES, THE REQUIRED UTILIZATION ANALYSIS, MATERNITY LEAVE POLICY, AND NEPOTISM POLICIES.

AFFIRMATIVE ACTION
EXECUTIVE ORDERS
HIGHER EDUCATION ACT OF 1972
MATERNITY LEAVE
TITLE VII

7.6

52018

SIMON, RITA JAMES
CLARK, SHIRLEY MERRITT
GALWAY, KATHLEEN
THE WOMAN PH.D.: A RECENT PROFILE
SOCIAL PROBLEMS, 15 (FALL, 1967), 221-236.

THIS ARTICLE PRESENTS THE RESULTS OF AN EMPIRICAL STUDY TO DESCRIBE THE PROFESSIONAL CHARACTERISTICS OF WOMEN, MARRIED AND UNMARRIED, WHO RECEIVED THEIR DOCTORATES BETWEEN 1958 AND 1963 AND WHO WORK FULL-TIME. THE AUTHORS COMPARE TYPE AND PLACE OF EMPLOYMENT, RANK, TENURE, AND SALARIES, AS WELL AS PRODUCTIVITY (PUBLICATIONS, PROFESSIONAL AFFILIATIONS, ETC.) AMONG MARRIED AND UNMARRIED MEN AND WOMEN WITH PH.D.'S IN SIMILAR AREAS OF STUDY. THEIR FINDINGS INDICATE THAT WHILE THERE ARE SOME DIFFERENCES BETWEEN THE WOMAN PH.D. AND HER MALE COLLEAGUES, THEY ARE RELATIVELY SMALL AND ARE DECREASING.

ADVANCEMENT BARRIERS
DOCTORAL DEGREES
MARITAL STATUS
UNDERUTILIZATION OF WOMEN

5.2 WOMEN IN ACADEMIA

52018

3.3, 4.2, 4.3

52019

UNITED STATES DEPARTMENT OF HEALTH, EDUCATION AND WELFARE,
OFFICE OF EDUCATION.
BARRIERS TO WOMEN.
REPORT ON HIGHER EDUCATION. PREPARED BY INDEPENDENT TASK FORCE
FUNDED BY THE FORD FOUNDATION. WASHINGTON, D.C.: UNITED STATES
GOVERNMENT PRINTING OFFICE, MARCH, 1971, 51-56.

THREE MAJOR TYPES OF BARRIERS WHICH BLOCK THE FULL PARTICIPATION OF WOMEN IN HIGHER EDUCATION ARE DISCUSSED IN THIS ARTICLE. THE FIRST IS OVERT DISCRIMINATION BY FACULTIES, DEANS, AND OTHERS ACTING IN OFFICIAL CAPACITIES. SECOND, THERE ARE PRACTICAL INSTITUTIONAL BARRIERS, SUCH AS RIGID ADMISSION AND RESIDENCE REQUIREMENTS, AND A LACK OF CAMPUS FACILITIES AND SERVICES, WHICH MAKES PARTICIPATION IN HIGHER EDUCATION INCOMPATIBLE WITH WOMEN'S MANY OTHER INTERESTS AND ACTIVITIES. LASTLY, THERE ARE INGRAINED ASSUMPTIONS ON THE PART OF BOTH MEN AND WOMEN WHICH HAVE A DISCRIMINATORY EFFECT.

CAREER BARRIERS
DISCRIMINATION
EDUCATIONAL BARRIERS
HIGHER EDUCATION

4.5

52020

ZWERDLING, DANIEL
THE WOMANPOWER PROBLEM.
THE NEW REPUBLIC, 164 (MARCH 20, 1971), 11-13.

THIS SHORT ARTICLE DISCUSSES SOME OF THE EVENTS THAT HAVE TAKEN PLACE SINCE THE CONTRACT COMPLIANCE DIVISION AT HEW DECIDED TO BLOCK NEW GOVERNMENT CONTRACTS TO MAJOR UNIVERSITIES BECAUSE THEY DISCRIMINATE AGAINST WOMEN. HEW PICKED THE UNIVERSITY OF MICHIGAN AS ITS TEST TARGET, AND AS A RESULT, THE UNIVERSITY WROTE THE NATION'S FIRST AFFIRMATIVE ACTION PLAN TO ACHIEVE EQUAL EMPLOYMENT OPPORTUNITIES FOR MEN AND WOMEN. COMPLAINTS AGAINST 200 OTHER COLLEGES ARE STILL IN HEW FILES.

AFFIRMATIVE ACTION
DISCRIMINATION
UNITED STATES DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

5.2 WOMEN IN ACADEMIA

52020

52021

ROBY, PAMELA
WOMEN AND AMERICAN HIGHER EDUCATION
ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE,
404 (NOVEMBER, 1972), 118-139.

THIS EXCELLENT ARTICLE TRACES THE HISTORY OF THE DEVELOPMENT OF HIGHER EDUCATIONAL OPPORTUNITIES FOR WOMEN IN THE UNITED STATES. THE FIRST PART SHOWS THAT THE DEVELOPMENT OF HIGHER EDUCATION FOR WOMEN HAS BEEN CLOSELY RELATED TO THE ECONOMY'S NEED FOR FEMALE WORKERS WITH PARTICULAR SKILLS AND TO THE FINANCIAL NEEDS OF COLLEGES AND UNIVERSITIES. SECONDLY, IT DOCUMENTS THE FACT THAT NEITHER THE DIFFERENCE BETWEEN THE EDUCATIONAL RESOURCES OFFERED TO MEN AND WOMEN, NOR THE GAP BETWEEN THE INCOME GOING TO MEN AND WOMEN WITH THE SAME LEVEL OF EDUCATIONAL ATTAINMENT, HAS BEEN SIGNIFICANTLY REDUCED. THE SECOND HALF OF THE ARTICLE ILLUSTRATES HOW INSTITUTIONS OF HIGHER EDUCATION HAVE GENERALLY BEEN CHARACTERIZED BY THE COMPETITIVE, EGOTISTICAL, AND ENTREPRENEURIAL CULTURE INTO WHICH MEN HAVE BEEN SOCIALIZED. IT THEN PORTRAYS AN ALTERNATIVE CULTURE, A CULTURE OF COOPERATION, COMMUNITY, AND CREATIVITY. THE HISTORY OF WOMEN'S HIGHER EDUCATION SKETCHED IN THIS PAPER SUGGESTS THAT NEITHER EDUCATIONAL EQUALITY FOR WOMEN NOR A COOPERATIVE HYBRID MODEL OF SOCIAL RELATIONS IS LIKELY TO BE REALIZED WITHIN THE PRESENT ECONOMIC STRUCTURE.

UNDERUTILIZATION OF WOMEN

5.1

52022

TOTARO, JOSEPH V., ED.
WOMEN IN COLLEGE AND UNIVERSITY TEACHING
A SYMPOSIUM ON STAFF NEEDS AND OPPORTUNITIES IN HIGHER EDUCATION,
HELD AT WINGSPREAD, RACINE, WISCONSIN, AUGUST 10, 1963. MADISON,
WISCONSIN: UNIVERSITY OF WISCONSIN, 1963, 54P.

COLLECTION OF 5 SHORT PAPERS RESPONDING TO THE TEACHER SHORTAGE OF THE EARLY 60'S. THEY DEAL WITH: 1) BARRIERS TO THE CONTINUED HIGHER EDUCATION OF WOMEN, 2) REENTRY INTO THE TEACHER-SCHOLAR PROFESSION, AND 3) STATUS AND ADVANCEMENT IN THE PROFESSION. DISCUSSION OF TWO REFORM-OPPORTUNITY PROGRAMS--THE UNIVERSITY OF MINNESOTA PLAN FOR WOMEN'S CONTINUING EDUCATION AND THE

5.2 WOMEN IN ACADEMIA

52022

RADCLIFFE INSTITUTE FOR INDIVIDUAL STUDY. MUCH PRACTICAL ADVICE FOR THOSE RETURNING TO COLLEGE AS STUDENTS OR AS PROFESSIONALS. BIBLIOGRAPHY.

BIBLIOGRAPHY
CAREER-MARRIAGE CONFLICT
EDUCATIONAL BARRIERS
HIGHER EDUCATION
STATUS

3.4, 6.2, 6.3

5.3 WOMEN IN MANAGEMENT

53001

BOWMAN, GARDA W.
WORTHY, N. BEATRICE
GREYSER, STEPHEN A.
ARE WOMEN EXECUTIVES PEOPLE?
HARVARD BUSINESS REVIEW, 43 (JULY-AUGUST, 1965), 14-26P.

A REPORT ON A COMPREHENSIVE SURVEY BY THE HARVARD BUSINESS REVIEW OF THE ATTITUDES OF 2000 EXECUTIVES - HALF OF THEM MEN, HALF OF THEM WOMEN - TOWARD THE ROLE OF WOMEN IN THE HIGHER ECHELONS OF BUSINESS MANAGEMENT. THE SURVEY INCLUDES QUESTIONS ON THE NATURE AND EXTENT OF OPPORTUNITIES FOR WOMEN IN EXECUTIVE POSITIONS, ATTITUDES TOWARD WOMEN IN MANAGEMENT IN GENERAL AND IN RELATION TO SPECIFIC ISSUES AND SITUATIONS. FINDINGS INDICATE GREAT DIFFERENCES BETWEEN THE RESPONSES OF MEN AND WOMEN, AND AGREEMENT ON WOMEN'S LACK OF EQUAL OPPORTUNITY IN TOP MANAGEMENT.

ADVANCEMENT BARRIERS
CAREER OPPORTUNITIES
EMPLOYER ATTITUDES
WOMEN IN BUSINESS

4.5

53002

CUSSLER, MARGARET
THE WOMAN EXECUTIVE
NEW YORK: HARCOURT, BRACE AND COMPANY, 1958, 165 P.

5.3 WOMEN IN MANAGEMENT

53002

THIS DESCRIPTIVE STUDY OF THE WOMAN EXECUTIVE (DEFINED AS EARNING MORE THAT $4,000 A YEAR AND SUPERVISING THREE OR MORE PEOPLE) IS BASED ON INTENSIVE INTERVIEWS WITH 55 WOMEN IN THE BOSTON AND WASHINGTON AREA, AND SOME SECONDARY SOURCES. OF PARTICULAR INTEREST MAY BE THE CHAPTER ON THE SPONSOR-PROTEGE RELATIONSHIP AND THE VOLUNTEER EXECUTIVE.

ADVANCEMENT BARRIERS
CAREER ASPIRATIONS
EMPLOYER ATTITUDES
ROLE CONFLICT
WOMEN IN BUSINESS

4.2, 4.5

53003

HENNIG, MARGARET
WHAT HAPPENS ON THE WAY UP.
THE MASTER IN BUSINESS ADMINISTRATION, 5 (MARCH, 1971), 8-10.

THIS ENTIRE ISSUE WAS DEVOTED TO WOMEN IN BUSINESS. THE ARTICLE EXAMINES THE WOMAN MANAGER. THE CONCLUDING THESIS IS THAT WOMEN EXECUTIVES EVOLVE INTO THEIR ROLES, RE-EXAMINING THEIR SELF-CONCEPT, AND REDIRECTING THEIR MANY ROLES INTO A TOTAL PERSON. MATURITY, APPARENTLY, LEADS TO THE TOP MANAGEMENT POSITIONS.

ROLE PERCEPTION
WOMEN IN BUSINESS

53004

LORING, ROSALIND, AND
WELLS, THEODORA.
BREAKTHROUGH: WOMEN INTO MANAGEMENT
NEW YORK: VAN NOSTRAND REINHOLD COMPANY, 1972, 202P.

A WELL WRITTEN PRESENTATION OF ALL THE CONSIDERATIONS THAT GO INTO THE INCREASED UTILIZATION OF WOMEN IN HIGHER MANAGEMENT POSITIONS RANGING FROM AN ANALYSIS OF ECONOMIC, LEGAL AND SOCIETAL CHANGES TO A LOOK AT THE MANAGERIAL CLIMATE AND DEVELOPING SOME HYPOTHESES ABOUT TOP MANAGEMENT'S IMPACT ON THE PROGNOSIS FOR SUCCESS OF WOMEN IN MANAGEMENT ROLES. THE APPENDIX INCLUDES AN EDITED VERSION OF REVISED ORDER 4.

5.3 WOMEN IN MANAGEMENT

53004

ADVANCEMENT BARRIERS
EMPLOYER ATTITUDES
SOCIETAL ATTITUDES
WOMEN IN BUSINESS

4.5, 5.1

53005

MAULE, FRANCES
EXECUTIVE CAREERS FOR WOMEN
NEW YORK: HARPER, 1961, 240P.

AN ANECDOTAL, HOW-TO HANDBOOK FOR WOMEN WHO ARE CONSIDERING CAREERS IN BUSINESS. IT HAS THE UNFORTUNATE EFFECT OF PERPETRATING SOME STEREOTYPES ABOUT WOMEN IN MANAGEMENT, SUCH AS ENUMERATION OF JOBS MOST SUITABLE FOR WOMEN.

CAREER OPPORTUNITIES
WOMEN IN BUSINESS

53006

MBA STAFF
DISCRIMINATION IN THE PROFESSIONAL JOB MARKET
THE MASTER IN BUSINESS ADMINISTRATION, MARCH, 1971, 28-9.

A STATISTICAL SURVEY OF THE WOMAN MBA AND JOB DISCRIMINATION AT ALL LEVELS. THERE IS A BRIEF MENTION OF COMPANIES WHICH HAVE INCREASED THEIR NUMBER OF WOMEN EXECUTIVES.

AFFIRMATIVE ACTION
DISCRIMINATION
EMPLOYER ATTITUDES
WOMEN IN BUSINESS

4.5

53007

MERRITT, DORIS H.
DISCRIMINATION AND THE WOMAN EXECUTIVE
BUSINESS HORIZONS, 12 (DECEMBER, 1969), 15-22

THE ARTICLE COVERS THREE POINTS: WHY WOMEN ARE MORE TOLERATED

53007

IN MEDICAL SCIENCES THAN OTHER PROFESSIONS, MEN'S RESPONSES TO WOMEN IN BUSINESS AND THE PROFESSIONS, THE FINANCIAL ADVANTAGES TO SOCIETY IN GENERAL THAT RESULT FROM ALLOWING WOMEN TO BE EXECUTIVES.

DISCRIMINATION
WOMEN IN BUSINESS

4.5

53008

MILLER, FRANK B.
COGHILL, MARY ANN
SEX AND THE PERSONNEL MANAGER.
INDUSTRIAL AND LABOR RELATIONS REVIEW, 18 (OCTOBER, 1964), 32-44.

THIS ARTICLE IS CONCERNED WITH THE CHANGING ROLE WOMEN HAVE PLAYED DURING THE EVOLUTION OF PERSONNEL ADMINISTRATION IN THE UNITED STATES. TRACING THE CHANGING EMPHASIS THROUGHOUT THE HISTORY OF PERSONNEL WORK FROM THE WELFARIST TO TECHNICIST CONSIDERATIONS, AS WELL AS NOTING THE RISE OF UNION RELATIONS, THE SHIFTING AND LARGELY DECLINING ROLE OF WOMEN IN PERSONNEL WORK IS SHOWN AS A REFLECTION OF THESE CHANGES. IT IS SUGGESTED THAT, DESPITE THESE CHANGES, THE PERSONNEL FIELD MAY BENEFIT BY MAKING GREATER USE OF WOMEN PRACTITIONERS.

CHANGING ROLE OF WOMEN
EMPLOYMENT
PERSONNEL MANAGEMENT
WOMEN IN BUSINESS

2.0, 5.5

53009

ORTH, CHARLES D., III
JACOBS, FREDERIC.
WOMEN IN MANAGEMENT: PATTERN FOR CHANGE.
HARVARD BUSINESS REVIEW, 49 (JULY/AUGUST, 1971), 139-147.

THIS ARTICLE MAKES CLEAR TO BUSINESSMEN THAT TITLE VII OF THE 1964 CIVIL RIGHTS ACT WILL BE ENFORCED MORE NOW BY THE EEOC TO INCREASE THE EMPLOYMENT OF WOMEN IN SUPERVISORY AND EXECUTIVE POSITIONS. IT NOTES THAT THE FIXED ATTITUDES, CONFUSED CAREER PATTERNS AND OUTMODED NOTIONS ABOUT SOCIAL INTERACTION, WHICH MANAGEMENT HOLDS, BLOCK CHANGE. IT THEN OUTLINES A SYSTEMATIC APPROACH FOR AFFIRMATIVE ACTION WITH REGARDS TO APPRAISING AN

5.3 WOMEN IN MANAGEMENT

53009

ORGANIZATION'S PREVIOUS HIRING, TRAINING, PROMOTION, AND RETRAINING PRACTICES WITH RESPECT TO WOMEN AND SUGGESTS MODES FOR IMPLEMENTING CHANGE.

ADVANCEMENT BARRIERS
AFFIRMATIVE ACTION
EEOC
EMPLOYER ATTITUDES
TITLE VII
WOMEN IN BUSINESS

3.2, 4.5

53010

THE BUREAU OF NATIONAL AFFAIRS, INCORPORATED
WOMEN AND MINORITIES IN MANAGEMENT AND IN PERSONNEL MANAGEMENT.
PERSONNEL POLICIES FORUM. SURVEY NO. 96. DECEMBER, 1971, 32P.

STATISTICAL OUTLINES OF WOMEN AND MINORITIES IN MANAGEMENT, NON-MANAGEMENT AND PROFESSIONAL AND TECHNICAL JOBS. DEFINITIONS OF VARIABLES WERE DONE BY THOSE QUESTIONED. GIVES EXAMPLES OF AFFIRMATIVE ACTION PROGRAMS AND SUGGESTIONS FOR COMPANIES AND INDIVIDUALS. EMPHASIS IS ON THE LACK OF SKILLED PEOPLE AND WHY. BASED ON SURVEYS SENT TO EXECUTIVES WHO ARE THE PANEL MEMBERS OF THE BNA.

ADVANCEMENT BARRIERS
AFFIRMATIVE ACTION
DISCRIMINATION
EMPLOYER ATTITUDES
MEXICAN-AMERICAN WOMEN
TRAINING
WOMEN IN BUSINESS

4.5, 6.4

53011

UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.
HELP WANTED . . . OR IS IT? A LOOK AT WHITE-COLLAR JOB INEQUALITIES FOR MINORITIES AND WOMEN.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1968, 15P.

THIS IS A REPORT OF THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) HEARING IN NEW YORK CITY. THEIR CONCLUSIONS WERE THAT FEW EMPLOYERS' HIRING PRACTICES REFLECT DEMOGRAPHIC BALANCE, THAT

5.3 WOMEN IN MANAGEMENT

53011

INTENSIVE JOB SEARCHES WERE GENERALLY SUCCESSFUL IN LOCATING MINORITY APPLICANTS AND THAT EMPLOYMENT PRACTICES OFTEN DID NOT REFLECT STATED EQUAL OPPORTUNITY POLICIES. DEALS MOSTLY WITH MINORITIES, NOT SPECIFICALLY WITH WOMEN.

AFFIRMATIVE ACTION
CAREER BARRIERS
EMPLOYMENT OPPORTUNITIES
WOMEN IN BUSINESS

5.5, 5.6

5.4 WOMEN IN PUBLIC EMPLOYMENT

54001

CHASE, JUDY
INSIDE HEW: WOMEN PROTEST SEX DISCRIMINATION
SCIENCE, 174 (OCTOBER 15, 1971), 270-274.

A DETAILED EXAMINATION OF THE POSITION OF WOMEN WORKERS IN HEW. USING STATISTICAL DATA, THE ARTICLE SHOWS THAT THERE IS AN UNSPOKEN PREJUDICE AGAINST HIRING WOMEN, ESPECIALLY TO FILL HIGH ADMINISTRATIVE POSITIONS.

BLACK WOMEN
DISCRIMINATION
FEDERAL EMPLOYMENT
HIRING PRACTICES
UNDERUTILIZATION OF WOMEN
UNITED STATES DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

4.2, 4.5

54002

HARRISON, EVELYN
THE WORKING WOMAN: BARRIERS IN EMPLOYMENT
PUBLIC ADMINISTRATION REVIEW, 24 (JUNE, 1964), 78-85.

THIS ARTICLE DISCUSSES PREVALENT DISCRIMINATORY ATTITUDES AFFECTING THE EMPLOYMENT OF WOMEN IN THE FEDERAL GOVERNMENT, AND BY EXTENSION, IN LARGE ORGANIZATIONS. THE AUTHOR DISCUSSES SUCH ISSUES AS RELATIVE SALARIES, MOBILITY, AND USE OF SICK LEAVE. SHE SUGGESTS THAT DISCRIMINATION MIGHT BE OVERCOME THROUGH

54002

ASSOCIATION, THAT IS BY HAVING MEN WORK WITH FEMALE COLLEAGUES.

DISCRIMINATION
EMPLOYER ATTITUDES
EQUAL PAY

4.5

54003

TROPMAN, JOHN E.
MARRIED PROFESSIONAL SOCIAL WORKERS.
JOURNAL OF MARRIAGE AND THE FAMILY, 30 (NOVEMBER, 1968), 661-665P.

THIS 1962 SURVEY INVESTIGATED THE PATTERNS OF TRAINED WORKERS AND THEIR EMPLOYMENT EXPERIENCES. THE INVESTIGATORS WERE PRIMARILY INTERESTED IN THE EFFECT OF EMPLOYMENT ON THE TIMING OF MARRIAGE, AND THE ROLE CONFLICT ARISING FROM EMPLOYMENT IN A SERVICE FIELD THAT THE AUTHOR VIEWS ESSENTIALLY AS AN EXTENSION OF THE TRADITIONAL FEMALE FUNCTIONS OF NURTURING AND SUPPORT.

CAREER-MARRIAGE CONFLICT
OCCUPATIONAL SEGREGATION
ROLE CONFLICT

5.1,6.2

54004

UNITED STATES CIVIL SERVICE COMMISSION.
CHANGING PATTERNS: A REPORT ON THE FEDERAL WOMEN'S PROGRAM REVIEW SEMINAR.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1969, 33P.

THIS PUBLICATION IS A REPORT ON THE PROCEEDINGS OF THE FEDERAL WOMEN'S PROGRAM REVIEW SEMINAR SPONSORED BY THE UNITED STATES CIVIL COMMISSION, AND ATTENDED PRIMARILY BY REPRESENTATIVES OF VARIOUS FEDERAL AGENCIES. THE PANEL DISCUSSIONS AND WORKSHOPS FOCUSSED ON INNOVATIONS WITHIN THE FWP AND ON PROPOSED ACTION PROGRAMS WHICH MIGHT ASSURE MORE COMPLETE UTILIZATION OF THE SKILLS OF WOMEN WORKERS IN THE FOLLOWING AREAS: DAY CARE, COMMUNICATION, TRAINING WOMEN FOR ADVANCEMENT AND REENTRY AND APPROACHES TO MANAGEMENT AND BUDGETING WITH REGARDS TO PART-TIME EMPLOYEES.

ADVANCEMENT BARRIERS
AFFIRMATIVE ACTION

5.4 WOMEN IN PUBLIC EMPLOYMENT

54004

DISCRIMINATION
FEDERAL EMPLOYMENT
PART-TIME EMPLOYMENT
UNDERUTILIZATION OF WOMEN

54005

UNITED STATES SERVICE COMMISSION
FEDERAL CAREERS FOR WOMEN
PAMPHLET #35. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING
OFFICE, 1967, 14P.

THIS PAMPHLET IS AIMED AT ENCOURAGING WOMEN TO ENTER GOVERNMENT WORK. IT ALSO OUTLINES STEPS TO SEARCH FOR AN APPROPRIATE CAREER WITHIN THE FEDERAL GOVERNMENT.

CAREER OPPORTUNITIES
FEDERAL EMPLOYMENT

3.1

54006

UNITED STATES CIVIL SERVICE COMMISSION
OCCUPATIONS OF FEDERAL WHITE-COLLAR WORKERS
PAMPHLET 56-4. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING
OFFICE, 1963, 73P.

THIS IS THE FIFTH EDITION OF THIS PERIODICALLY PUBLISHED REPORT IT IS A STATISTICAL PROFILE OF THE OCCUPATIONAL DISTRIBUTION OF ALL UNITED STATES GOVERNMENT WHITE-COLLAR EMPLOYEES.

FEDERAL EMPLOYMENT

4.1, 5.0

54007

UNITED STATES CIVIL SERVICE COMMISSION, BUR. OF MANPOWER INFO. SYSTEMS
STUDY OF EMPLOYMENT OF WOMEN IN THE FEDERAL GOVERNMENT, 1970.
PAMPHLET SM 62-06. WAHINGTON, D.C.: UNITED STATES GOVERNMENT
PRINTING OFFICE, 1971, 236P.

THIS STUDY PRESENTS STATISTICAL INFORMATION ON FULL-TIME FEDERAL CIVILIAN WHITE-COLLAR EMPLOYMENT. THE STATISTICS ARE

5.4 WOMEN IN PUBLIC EMPLOYMENT

54007

BROKEN DOWN BY GRADES, CATEGORIES, DEPARTMENTS, AND SALARIES. THE DATA IS BASED ON SURVEYS CONDUCTED BY THE UNITED STATES CIVIL SERVICE COMMISSION. IT IS A VALUABLE SOURCE OF INFORMATION.

FEDERAL EMPLOYMENT

4.1, 5.0

54008

WARNER, W. LLOYD
VAN RIPER, PAUL P.
MARTIN, NORMAN H.
COLLINS, ORVIS F.
WOMEN EXECUTIVES IN THE FEDERAL GOVERNMENT.
PUBLIC PERSONNEL REVIEW, 23 (OCTOBER 1962), 227-234.

IN THIS BRIEF ARTICLE, THE AUTHORS ATTEMPT TO DESCRIBE CHARACTERISTICS PARTICULAR TO 145 WOMEN WHO HAVE ATTAINED HIGH CIVIL SERVICE POSITIONS IN FEDERAL GOVERNMENT. UNDER CONSIDERATION ARE CAREER VERSUS MARRIAGE CHOICES, CAREER MOTIVATION AND ASPIRATIONS, AND EDUCATIONAL BACKGROUND. SOME TABLES.

CAREER ASPIRATIONS
FEDERAL EMPLOYMENT
CAREER-MARRIAGE CONFLICT

4.2

54009

WORMSER, ELLEN
INTRODUCTION: WOMEN IN GOVERNMENT: PUBLIC POLICY FORUM.
THE BUREAUCRAT, 1 (FALL, 1972), 211-213.

THIS ARTICLE INTRODUCES AN ISSUE DEVOTED TO WOMEN IN FEDERAL GOVERNMENT. IN SPITE OF CONTINUED CALLS FOR EQUAL EMPLOYMENT OPPORTUNITY, DISCRIMINATION IS EVIDENT. NEGATIVE ATTITUDES OF MEN IN HIGH LEVELS OF THE BUREAUCRACY ARE LARGELY RESPONSIBLE. THE AUTHOR BELIEVES THAT PRESSURE FROM FEMALE ACTIVISTS (ESPECIALLY THOSE STRONG LEADERS WHO HOLD THEIR SUBORDINATES ACCOUNTABLE FOR CARRYING OUT CHANGE) AND A RE-ORDERING OF PRIORITIES WILL LEAD TO MORE EQUALITY. SEVERAL CURSORY ARTICLES FOLLOW CONCENTRATING ON PART-TIME WORK, DAY-CARE AND STRATEGY.

PART-TIME EMPLOYMENT
CHILD CARE

5.4 WOMEN IN PUBLIC EMPLOYMENT

54009

DISCRIMINATION
FEDERAL EMPLOYMENT

4.0, 6.0

54010

UNITED STATES DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE.
REPORT OF THE WOMEN'S ACTION PROGRAM.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
1972, 116P.

THIS REPORT SUMMARIZES THE WORK OF THE FIRST SIX MONTHS OF THE WOMEN'S ACTION PROGRAM OF HEW. THE PROBLEMS OF WOMEN IN HEW AND THE IMPACT OF HEW PROGRAMS ON WOMEN IN SOCIETY ARE CONSIDERED. IT INCLUDES RECOMMENDATIONS FOR IMPROVING OPPORTUNITIES FOR WOMEN WITHIN THE DEPARTMENT AND DEFINES ISSUES RELATED TO THE ROLE OF HEW IN MEETING THE NEEDS OF WOMEN IN THE SOCIETY.

CHILD CARE
DISCRIMINATION
FEDERAL EMPLOYMENT
UNITED STATES DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

54011

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
CAREERS FOR WOMEN IN CONSERVATION
LEAFLET 50. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING
OFFICE, 1969, 9P.

THIS PAMPHLET CONTAINS INFORMATION AND ENCOURAGES WOMEN TO ENTER ALL PHASES OF CONSERVATION WORK. IT OUTLINES REQUIREMENTS AND CITES SOURCES OF INFORMATION.

CAREER OPPORTUNITIES

54012

BLOCH, PETER
ANDERSON, DEBORAH
GERVAIS, PAMELA
POLICEWOMEN ON PATROL

5.4 WOMEN IN PUBLIC EMPLOYMENT

54012

REPORT OF ANN EVALUATION BY THE URBAN INSTITUTE FOR THE POLICE FOUNDATION, FEBRUARY, 1973. 65 P.

THIS IS A PRELIMINARY REPORT ON HOW WOMEN PERFORM IN THE MOST IMPORTANT OF ALL POLICE JOBS - THE JOB OF PATROL. IT COMPARES PERFORMANCE OF 80 FEMALE OFFICERS WITH A CONTROL GROUP OF 80 MALE OFFICERS IN THE WASHINGTON, D.C. METROPOLITAN POLICE DEPARTMENT. USING TELEPHONE INTERVIEWS, QUESTIONNAIRES, SURVEYS, AND STRUCTURED OBSERVATION, THE MAJOR FINDINGS ARE THAT CITIZENS FIND POLICEWOMEN AND POLICEMEN EQUALLY ACCEPTABLE, THAT PRE-EXISTING NEGATIVE ATTITUDES TOWARD POLICEWOMEN BY POLICEMEN DID NOT CHANGE AS A RESULT OF WORK EXPERIENCE WITH POLICEWOMEN, THAT BOTH POLICEWOMEN AND POLICEMEN PREFER TO HAVE A MALE PATROL PARTNER, THAT A DEPARTMENTAL SURVEY RATED NEW POLICEWOMEN AND COMPARISON MEN THE SAME, BUT ON AN ANONYMOUS SURVEY WOMEN TENDED TO BE RATED AS LESS COMPETENT, AND THAT BLACK PATROLMEN ARE MORE FAVORABLE TOWARDS POLICEWOMEN THAN ARE WHITE PATROLMEN.

JOB PERFORMANCE

4.5

54013

MARKOFF, HELENE S.
THE FEDERAL WOMEN'S PROGRAM
PUBLIC ADMINISTRATION REVIEW, 32 (MARCH/APRIL, 1972), 144-151.

IN 1967 THE CIVIL SERVICE COMMISSION ESTABLISHED THE FEDERAL WOMEN'S PROGRAM TO ENHANCE THE EMPLOYMENT OPPORTUNITIES FOR WOMEN. THE PRINCIPAL GOALS OF THE PROGRAM HAVE BEEN THREE: 1) CREATING A LEGAL FRAMEWORK FOR ACHIEVING SEXUAL EQUALITY; 2)TRYING TO ELIMINATE ATTITUDES AND HABITS WHICH HAVE DENIED WOMEN CERTAIN OCCUPATIONS AND FOLLOWING THE PRINCIPLES OF MERIT INCREASES; AND 3)ENCOURAGING WOMEN TO COMPETE IN FEDERAL EXAMINATIONS AND TRAINING PROGRAMS FOR ADVANCEMENT. THIS PAPER DISCUSSES SOME OF THE CONTRIBUTIONS OF THE PROGRAM AND THEN PRESENTS A PROFILE OF WOMEN IN THE FEDERAL GOVERNMENT WITH STATISTICS ON NUMBER, HUSBAND'S INCOME, TYPE OF OCCUPATION AND THE EARNINGS GAP.

FEDERAL EMPLOYMENT

4.1, 4.3

5.5 WOMEN IN CLERICAL, SALES, AND SERVICE OCCUPATIONS

55001

BOGNANNO, MARIO F.
ZAIDI, MAHMOOD A.
HIXSON, JESSE S.
THE MARRIED WOMAN'S SUPPLY OF LABOR: A MICROSTUDY OF THE PROFESSIONAL NURSE
WORKING PAPER 72-01. UNIVERSITY OF MINNESOTA, INDUSTRIAL RELATIONS CENTER, FEBRUARY, 1972, 16 P.

THIS ARTICLE SUMMARIZES THE RESULT OF AN EMPIRICAL STUDY WHICH ATTEMPTS TO DETERMINE THROUGH THE USE OF REGRESSION ANALYSIS, THE RELATIONSHIP BETWEEN THE LABOR FORCE PARTICIPATION RATE OF NURSES AND A NUMBER OF VARIABLES. AMONG THE FINDINGS -- THE LABOR FORCE PARTICIPATION RATE IS SIGNIFICANTLY RELATED TO HUSBAND'S EARNINGS, BUT NOT SIGNIFICANTLY RELATED TO THE WAGE RATE.

NURSING
LABOR FORCE PARTICIPATION

4.1, 4.2, 4.3

55002

DUNNETTE, MARVIN D.
PREDICTING TURNOVER OF FEMALE OFFICE EMPLOYEES
PERSONNEL ADMINISTRATION, 23 (MAY/JUNE, 1960 , 45-50.

THIS ARTICLE DESCRIBES DEVELOPMENT AND USE OF WEIGHTED APPLICATION BLANKS FOR PREDICTING TURNOVER OF FEMALE OFFICE WORKERS IN THE MINNESOTA MINING AND MANUFACTURING COMPANY.

LABOR TURNOVER
WOMEN IN BUSINESS

4.2

55003

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
CLERICAL OCCUPATIONS FOR WOMEN-TODAY AND TOMORROW
BULLETIN 289. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1964, 69P.

THIS SOMEWHAT DATED PAMPHLET PRESENTS DESCRIPTIONS OF JOB OPPORTUNITIES (INCLUDING EARNINGS, AND REQUISITE APTITUDES)

5.5 WOMEN IN CLERICAL, SALES, AND SERVICE OCCUPATIONS

55003

AVAILABLE TO WOMEN IN CLERICAL OCCUPATIONS SUCH AS SECRETARY, RECEPTIONIST, BANK TELLER, MEDICAL ASSISTANT AND CASHIER. THE IMPACT OF AUTOMATION IS DISCUSSED WITH REGARD TO NEW JOBS CONNECTED WITH COMPUTERS.

EMPLOYMENT OPPORTUNITIES

4.3

5.6 WOMEN IN SEMI-SKILLED AND UNSKILLED TRADES

56001

BAER, MAX F.
PART-TIME EMPLOYMENT FOR WOMEN
PERSONNEL AND GUIDANCE JOURNAL, 39 (OCTOBER, 1960), 97P.

A SUMMARY OF A DEPARTMENT OF LABOR WOMEN'S BUREAU REPORT, THIS ARTICLE NOTES THAT A SHARP INCREASE OF WOMEN PART-TIME WORKERS BEGAN IN 1954 AND, BY 1958, ALMOST 3/5THS OF ALL PART-TIME WORKERS WERE WOMEN. PART-TIME OCCUPATIONS WERE SOUGHT BY UNSKILLED WORKERS, PROFESSIONAL WOMEN, AND PUBLIC ADMINISTRATION WORKERS (FEDERAL, STATE, LOCAL); HOWEVER, THE GREATEST MAJORITY WERE UNPAID FAMILY WORKERS.

LIFE STYLES
PART-TIME EMPLOYMENT
WOMEN IN GOVERNMENT

4.1

56002

CHRISTENSEN, ETHLYN
HOUSEHOLD EMPLOYMENT: RESTRUCTURING THE OCCUPATION
ISSUES IN INDUSTRIAL SOCIETY, 2 (1971), 47-53.

HOUSEHOLD EMPLOYMENT HAS BEEN ONE OF THE FEW JOBS OPEN TO WOMEN IN WHICH THE DEMAND IS GREATER THAN THE SUPPLY. RECENT DATA ON HOUSEHOLD EMPLOYMENT AS WELL AS SOME APPROACHES FOR IMPROVING THE ECONOMIC AND SOCIAL STATUS OF EMPLOYMENT IN HOUSEHOLD OCCUPATIONS ARE DISCUSSED.

HOUSEHOLD EMPLOYMENT
NATIONAL HOUSEHOLD EMPLOYMENT TRADE ASSOCIATION

5.6 WOMEN IN SEMI-SKILLED AND UNSKILLED TRADES

56002

56003

HEDGES, JANICE NEIPERT
SKILLED TRADES FOR GIRLS
OCCUPATIONAL OUTLOOK QUARTERLY, 4 (DECEMBER, 1967), 9-13.

THIS ARTICLE DISCUSSES EMPLOYMENT OPPORTUNITIES FOR WOMEN IN SKILLED AND SEMI-SKILLED TRADES IN THE 1970'S. ALTHOUGH VERY FEW WOMEN ARE CURRENTLY SKILLED OR SEMI-SKILLED LABORERS, THE NUMBERS ARE EXPECTED TO INCREASE AS SEX-LINKED JOB DESCRIPTIONS ARE ABANDONED OR MODIFIED THROUGH ATTITUDE CHANGE AND LEGISLATION. GENERAL REQUIREMENTS AND APTITUDES FOR SKILLED AND SEMI-SKILLED WORKERS ARE DISCUSSED AS ARE TRAINING, EARNINGS, AND WORKING CONDITIONS.

CAREER OPPORTUNITIES
SKILLED TRADES

3.1, 3.2

56004

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
IF ONLY I COULD GET SOME HOUSEHOLD HELP
LEAFLET 51. WASHINGTON, D.C., UNITED STATES GOVERNMENT
PRINTING OFFICE, 1970, 2P.

THIS PAMPHLET SUGGESTS LOCAL TRAINING PROGRAMS FOR HOUSEHOLD WORKERS AS WELL AS PROCEDURES FOR DEVELOPING GOOD WORKING CONDITIONS (I.E., PRIOR COMMITMENT WITH REGARD TO MINIMUM WAGE, HOURS, DUTIES AND CHILDCARE). LISTS SOURCES FOR FURTHER INFORMATION.

HOUSEHOLD EMPLOYMENT
TRAINING

3.2

56005

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
REPORT ON THE STATUS OF HOUSEHOLD EMPLOYMENT
CONFERENCE HELD AT CHICAGO CIRCLE CAMPUS, UNIVERSITY OF ILLINOIS,
MAY 20, 1967. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING
OFFICE, 1967. 67P.

5.6 WOMEN IN SEMI-SKILLED AND UNSKILLED TRADES

56005

THIS PAMPHLET CONTAINS THE PROCEEDINGS OF A CONFERENCE TO EXAMINE WAYS OF DEVELOPING A NEW CONCEPT OF HOUSEHOLD EMPLOYMENT ..... FAIR WAGES, WORKING CONDITIONS, PERFORMANCE STANDARDS AND TO ESTABLISH GUIDELINES FOR COMMUNITY ACTION TO UPGRADE THE OCCUPATION. SOME STATISTICAL INFORMATION IS INCLUDED.

BLACK WOMEN
CHILD CARE
HOUSEHOLD EMPLOYMENT

6.4

56006

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
TO IMPROVE THE STATUS OF PRIVATE HOUSEHOLD WORK.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
MARCH, 1965, 3P.

THIS BRIEF PAMPHLET CONTAINS A GENERAL DISCUSSION OF THE STATUS OF HOUSEHOLD WORKERS. RECOMMENDATIONS ARE MADE FOR IMPROVING THE STATUS OF THIS OCCUPATION THROUGH INCREASED LEGISLATIVE PROTECTION, HOUSEHOLD WORKER TRAINING, AND GUARANTEED BENEFITS.

HOUSEHOLD EMPLOYMENT
LEGISLATION NEEDS

56007

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
LABOR LAWS AFFECTING PRIVATE HOUSEHOLD WORKERS.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
MARCH, 1969. 6P.

THIS BRIEF PAMPHLET DESCRIBES THE PROTECTION AVAILABLE TO DOMESTIC WORKERS UNDER BOTH FEDERAL AND STATE LAWS - WAGES, HOURS, UNEMPLOYMENT COMPENSATION, AND SOCIAL SECURITY.

HOUSEHOLD EMPLOYMENT

7.0, 7.6

6.0 SPECIAL GROUPS OF WOMEN

60001

CAIN, GLEN G.
MARRIED WOMEN IN THE LABOR FORCE: AN ECONOMIC ANALYSIS
CHICAGO: THE UNIVERSITY OF CHICAGO PRESS, 1966, 159 P.

THIS CLASSIC WORK PRESENTS AN IN DEPTH EMPIRICAL STUDY OF THE PARTICIPATION OF MARRIED WOMEN IN THE LABOR FORCE. THE AUTHOR BELIEVES THAT MARRIED WOMEN ARE AN IMPORTANT SEGMENT OF THE LABOR FORCE AND THAT ATTENTION TO THEIR WORK PATTERNS IS NECESSARY FOR A FULL UNDERSTANDING OF MANY IMPORTANT ECONOMIC PROBLEMS. A MODEL IS DEVELOPED AND ECONOMETRIC TECHNIQUES USED IN ANALYSIS OF DATA. INCLUDED IS A STATISTICAL COMPARISON OF WHITE AND NON-WHITE WORKING WIVES.

EMPLOYMENT
EMPLOYMENT PATTERNS
ETHNIC DIFFERENCES
LABOR FORCE PARTICIPATION
LABOR SUPPLY
MARITAL STATUS
PART-TIME EMPLOYMENT
WORKING WIVES

4.1, 6.4

60002

DAY, LINCOLN H.
STATUS IMPLICATIONS OF THE EMPLOYMENT OF MARRIED WOMEN IN THE UNITED STATES
AMERICAN JOURNAL OF ECONOMICS AND SOCIOLOGY, 20 (JULY, 1961), 391-397.

THIS PAPER DISCUSSES THE WORKING WIFE AS A FACTOR IN THE DETERMINATION OF FAMILY STATUS. IT MAKES A PLEA FOR INVESTIGATION TO DETERMINE IF EMPLOYMENT OF MARRIED WOMEN IS AFFECTING STRATIFICATION BY 1) MAKING POSSIBLE GREATER ACCESS TO SYMBOLS OF STATUS, 2) IMPLYING THAT THE HUSBAND HAS BEEN UNSUCCESSFUL IN HIS OWN CAREER, 3) IDENTIFYING THE WIFE WITH A PARTICULAR OCCUPATION 4) IDENTIFYING CERTAIN OCCUPATIONS WITH WIVES OF HIGH STATUS.

FAMILY CHARACTERISTICS
STATUS
WORKING WIVES

4.2, 4.5

6.0 SPECIAL GROUPS OF WOMEN

60003

HALL, DOUGLAS T.
A MODEL OF COPING WITH ROLE CONFLICT: THE ROLE BEHAVIOR OF COLLEGE EDUCATED WOMEN
ADMINISTRATIVE SCIENCE QUARTERLY, 17 (DECEMBER, 1972), 471-486.

THIS WORTHWHILE ARTICLE CONTAINS A DETAILED DESCRIPTION OF AN EMPIRICAL STUDY DESIGNED TO EXPLORE CONFLICTS EXPERIENCED BY MARRIED WOMEN AS A RESULT OF MULTIPLE ROLE PERFORMANCE, THE VARIOUS STRATEGIES USED FOR COPING WITH THESE CONFLICTS, AND THE VARYING DEGREES OF SATISFACTION TO BE GAINED FROM DIFFERENT STRATEGIES. COLLEGE EDUCATED WOMEN WERE SURVEYED SINCE THEY ARE MORE LIKELY TO WORK BY CHOICE THAN ARE HIGH SCHOOL GRADUATES.

CAREER-MARRIAGE CONFLICT
COLLEGE GRADUATES
FAMILY RESPONSIBILITIES
ROLE CONFLICT
VALUE CHANGE
WORKING WIVES

4.2, 6.2

60004

HOLMSTROM, LYNDA LYTLE
THE TWO-CAREER FAMILY
CAMBRIDGE, MASSACHUSETTS: SCHENKMAN PUBLISHING COMPANY, 1972, 203 P.

THIS WORTHWHILE BOOK CONTAINS A DETAILED DESCRIPTION AND ANALYSIS OF A STUDY UNDERTAKEN TO CHART THE WORKINGS OF TWO-CAREER FAMILIES; A SITUATION WHERE BOTH PARENTS SHARE HOUSEHOLD RESPONSIBILITIES THUS ENABLING BOTH TO PURSUE CAREERS AS WELL. THE AUTHOR DISCUSSES THE DIFFICULTY OF LIVING IN SUCH A FAMILY, LOCATING MOST BARRIERS TO IT IN THE RIGIDITY OF OCCUPATIONS AND THE ISOLATION OF THE NUCLEAR FAMILY.

DUAL-CAREER FAMILIES
FAMILY CHARACTERISTICS
VALUE CHANGE
WORKING WIVES

4.2

60005

KATELMAN, DORIS K.
BARNETT, LARRY D.

6.0 SPECIAL GROUPS OF WOMEN

60005

WORK ORIENTATIONS OF URBAN MIDDLE-CLASS, MARRIED WOMEN
JOURNAL OF MARRIAGE AND THE FAMILY, 30 (FEBRUARY, 1968), 80-88.

THIS 1965 SURVEY ASSESSED, IN PART, THE NORMS HELD BY MIDDLE-CLASS MARRIED WOMEN REGARDING THE EMPLOYMENT OF WIVES AND MOTHERS. THE TYPE OF NORM SYSTEM (TRADITIONAL VERSUS MODERN) WAS RELATED TO RESPONDENT'S EMPLOYMENT STATUS AND LENGTH OF EMPLOYMENT SINCE MARRIAGE, RELIGION, AGE, HUSBAND'S EDUCATION, PRESENCE OR ABSENCE OF CHILDREN, AND MARITAL HAPPINESS.

CHANGING ROLE OF WOMEN
CHILDREN
FAMILY CHARACTERISTICS
LIFE STYLES
MARITAL STATUS
WORKING WIVES

4.2, 6.2

60006

NATIONAL MANPOWER COUNCIL.
WORK IN THE LIVES OF MARRIED WOMEN
PROCEEDINGS OF A CONFERENCE ON WOMANPOWER, HELD OCTOBER 20-25, 1957 AT COLUMBIA UNIVERSITY. NEW YORK: COLUMBIA UNIVERSITY PRESS, 1958, 220P.

THIS CONFERENCE ADDRESSES ITSELF VERY COMPETENTLY TO THE UNRESOLVED QUESTIONS SURROUNDING THE EMPLOYMENT OF MARRIED WOMEN I.E. WHAT SOCIAL REFORMS ARE NECESSARY TO FACILITATE THE EMPLOYMENT OF MARRIED WOMEN AND THE REENTRY INTO THE LABOR MARKET OF OLDER WOMEN, WHAT IS KNOWN ABOUT THE SUPPLEMENTARY INCOME EARNED, AND WHAT IS KNOWN ABOUT THE RELATIONSHIP BETWEEN MATERNAL EMPLOYMENT AND THE DEVELOPMENT OF CHILDREN.

CHANGING ROLE OF WOMEN
PSYCHOLOGICAL FACTORS
WORKING WIVES

6.2, 6.3

60007

HAYGHE, HOWARD
LABOR FORCE ACTIVITY OF MARRIED WOMEN.
MONTHLY LABOR REVIEW, 96 (APRIL, 1973), 31-36

6.0 SPECIAL GROUPS OF WOMEN

60007

THIS SPECIAL LABOR FORCE REPORT ON WORKING WIVES NOTES THE CHANGES IN THEIR LABOR FORCE PARTICIPATION RATE, SHOWING A STEADY INCREASE SINCE 1940. THE LABOR FORCE PARTICIPATION RATE IS ALSO RELATED TO AGE, RACE, THE NUMBER OF CHILDREN, FAMILY INCOME, AND INDUSTRY GROUP.

CHILDREN
LABOR FORCE PARTICIPATION
WORKING WIVES

4.2, 6.2, 6.4

60008

WILLACY, HAZEL M.,
HILASKI, HARVEY J.
WORKING WOMEN IN URBAN POVERTY NEIGHBORHOODS.
MONTHLY LABOR REVIEW, 93 (JUNE, 1970), 35-38.

THIS ARTICLE PRESENTS A PROFILE OF WORKING WOMEN IN URBAN POVERTY AREAS. THE AUTHORS DISCUSS THE EFFECTS OF RACE, AGE, INCOME, FAMILY SIZE, MARITAL STATUS, JOB STATUS AND EDUCATION ON EMPLOYMENT OPPORTUNITIES FOR POOR WOMEN.

BLACK WOMEN
MARITAL STATUS
POVERTY

4.2, 6.4

60009

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
FACT SHEET OF THE AMERICAN FAMILY IN POVERTY.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE
1971, 3P.

THIS INFORMATIVE PAMPHLET PROVIDES INFORMATION AND STATISTICS ON FAMILIES IN POVERTY BY RACE, BY SEX OF THE HEAD OF HOUSEHOLD, BY AGE, EDUCATION, EMPLOYMENT, THE NUMBER OF CHILDREN AND INCOME.

BLACK WOMEN
FAMILY CHARACTERISTICS
POVERTY

4.1, 6.3, 6.4

6.0 SPECIAL GROUPS OF WOMEN

60010

RAPOPORT, RHONA
RAPOPORT, ROBERT
DUAL-CAREER FAMILIES
ENGLAND, PENGUIN BOOKS, 1971, 329P.

THIS INNOVATIVE BOOK DISCUSSES THE PHENOMENON OF DUAL-CAREER FAMILIES - WHERE THE RESPONSIBILITIES OF FAMILY LIFE ARE SHARED THUS CREATING THE POSSIBILITY FOR BOTH PARENTS TO PURSUE CAREERS OUTSIDE THE HOME. IN ADDITION TO COMMENTARY AND ANALYSIS, THE AUTHORS PRESENT STUDIES OF FIVE DIFFERENT DUAL-CAREER FAMILIES.

DUAL-CAREER FAMILIES
FAMILY RESPONSIBILITIES
WORKING WIVES

4.2, 6.2

60011

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
WOMEN IN POVERTY.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
JULY, 1964. 7P.

STATISTICAL DESCRIPTION OF WOMEN LIVING IN POVERTY, I.E., EARNING LESS THAN $3,000 PER YEAR. THE DATA IS ARRANGED BY AGE, BY FAMILY GROUP ASSOCIATIONS, BY MINORITY GROUPS, AND BY SCHOOLING.

POVERTY

4.2, 6.4

6.1 TEENAGERS AND YOUTH

61001

STAFF OF THE OFFICE OF RESEARCH, AMERICAN COUNCIL ON EDUCATION.
THE FRESHMAN: NATIONAL NORMS FOR FALL 1971.
ACE RESEARCH REPORTS, 6 (NO. 6). WASHINGTON, D.C.: AMERICAN COUNCIL
ON EDUCATION, DECEMBER, 1971, 108P.

A CONTINUING STUDY OF AMERICAN COLLEGE FRESHMEN, THIS VALUABLE STATISTICAL REPORT HAS A SECTION DEVOTED TO WOMEN FRESHMEN.

CAREER ASPIRATIONS

6.1 TEENAGERS AND YOUTH

61001

CAREER PLANNING
HIGHER EDUCATION

3.0

61002

SHEA, JOHN R.
RODERICK, ROGER D.
ZELLER, FREDERICK A.
KOHEN, ANDREW I., ET AL.
YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN.
VOLUME 1. WASHINGTON, D.C.: U.S. GOVERNMENT PRINTING OFFICE, 1971, 245P.

INTRODUCTION TO FIVE-YEAR LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN. REPORT BASED ON DATA COLLECTED IN INITIAL INTERVIEW SURVEY OF YOUNG WOMEN 14 TO 24 YEARS OF AGE. AREAS COVERED INCLUDE: DEMOGRAPHIC AND SOCIAL CHARACTERISTICS OF THE SAMPLE; LABOR FORCE AND EMPLOYMENT OF STUDENTS; LABOR FORCE PARTICIPATION OF NONSTUDENTS; UNEMPLOYMENT EXPERIENCE OF NONSTUDENTS; EMPLOYMENT PATTERNS; AND EDUCATIONAL ASPIRATIONS. SPECIFIC ATTENTION TO BLACK YOUNG WOMEN AND WHITE-NON-WHITE DIFFERENCES IS GIVEN. A VALUABLE DATA SOURCE.

BLACK WOMEN
CAREER ASPIRATIONS
EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION
LABOR MARKET EXPERIENCE
UNEMPLOYMENT

4.0, 6.4

61003

UNITED STATES DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WELFARE ADMINISTRATION, CHILDREN'S BUREAU.
ANNUAL REPORT OF THE INTERDEPARTMENTAL COMMITTEE ON CHILDREN AND YOUTH
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1966, 72P.

COORDINATED ATTEMPT OF SEVERAL FEDERAL AGENCIES, WHOSE PROGRAMS BEAR ON AMERICAN CHILDREN AND YOUTH, TO COOPERATE, DEVELOP RELATIONSHIPS AMONG THEMSELVES, EXAMINE THE EFFECTS OF

6.1 TEENAGERS AND YOUTH

61003

THEIR PROGRAMS, AND IMPROVE THEIR METHODS. THERE IS AN EMPHASIS ON ADOLESCENT GIRLS AS EXCEEDINGLY UNPRIVILEGED WITHIN THE SOCIAL STRUCTURE OF AMERICA. EMPLOYMENT, COUNSELING, TRAINING PROGRAMS ARE SPECIFIED AS PARTICULAR PROBLEM AREAS.

CHILDREN

3.2

61004

WALDMAN, ELIZABETH
GOVER, KATHRYN R.
CHILDREN OF WOMEN IN THE LABOR FORCE.
MONTHLY LABOR REVIEW, 94 (JULY, 1971), 19-25

A STATISTICAL PROFILE OF CHILDREN OF WOMEN IN THE LABOR FORCE COVERING FAMILY SIZE, INCOME, POVERTY STATUS, LABOR FORCE PARTICIPATION OF MOTHERS AND CHILD CARE. THE ARTICLE SHOWS THAT THE NUMBER OF CHILDREN UNDER 18 WHOSE MOTHERS WERE IN THE LABOR FORCE INCREASED OVER 10 MILLION BETWEEN 1960 AND 1970.

BLACK WOMEN
CHILD CARE
CHILDREN
POVERTY

6.2

61005

WATLEY, DONIVAN J.
CAREER OR MARRIAGE?: A LONGITUDINAL STUDY OF ABLE YOUNG WOMEN.
EVANSTON, ILLINOIS: NATIONAL MERIT SCHOLARSHIP CORPORATION, 1969. 16 P.

A SOCIOLOGICAL FOLLOW-UP STUDY OF 833 WOMEN WHO WERE AWARDED NATIONAL MERIT SCHOLARSHIPS FROM 1956 TO 1960. GENERALLY THE CONCLUSIONS ARE: WOMEN WHO PLANNED CAREERS SOUGHT MORE EDUCATION THAN THOSE WHO DID NOT PLAN A CAREER; THOSE WHO PLANNED TO BEGIN THEIR CAREERS IMMEDIATELY WANTED MORE EDUCATION THAN THOSE WHO PLANNED TO DELAY THEM.

CAREER-MARRIAGE CONFLICT
CAREER ASPIRATIONS
CAREER

3.2,3.3

6.2 WORKING MOTHERS

62001

APPEL, GARY L.
SCHLENKER, ROBERT E.
MICHIGAN'S EXPERIENCE WITH WORK INCENTIVES
MONTHLY LABOR REVIEW, 94 (SEPTEMBER, 1971), 15-22.

THIS ARTICLE INVESTIGATES THE REASONS FOR AN INCREASE IN EMPLOYMENT AMONG AFDC (AID TO FAMILIES WITH DEPENDENT CHILDREN) MOTHERS DURING 1969-1970 WHICH WAS THE FIRST YEAR OF A NEW FEDERAL WORK INCENTIVE PROGRAM IN MICHIGAN.

FEDERALLY ASSISTED PROGRAMS
BLACK WOMEN

6.4

62002

BERNARD, JESSIE
CHANGING FAMILY LIFESTYLES: ONE ROLE, TWO ROLES, SHARED ROLES
ISSUES IN INDUSTRIAL SOCIETY, 2 (1971), 21-28.

THE AUTHOR USES A HISTORICAL AND SOCIOLOGICAL PERSPECTIVE IN ANALYZING THE CHANGING FAMILY LIFESTYLE IN WHICH CHILDCARE AND HOMEMAKING RESPONSIBILITIES ARE SHARED BY BOTH PARENTS ENABLING BOTH TO WORK OUTSIDE THE HOME. TO ENCOURAGE WIDE SPREAD ADOPTION OF THIS CHANGE, THE AUTHOR RECOMMENDS THAT FUTURE POLICY PLANNING TAKE PART-TIME WORK INTO SERIOUS CONSIDERATION.

CHANGING ROLE OF WOMEN
FAMILY RESPONSIBILITIES
LIFE STYLES
ROLE PERCEPTION

2.0, 4.0, 4.5

62003

CALLAHAN, SIDNEY CORNELIA
THE WORKING MOTHER
NEW YORK: MACMILLAN COMPANY, 1971, 264 P.

THIS VOLUME IS A COMPILATION OF PERSONAL ESSAYS WRITTEN BY SIXTEEN WORKING MOTHERS. WHILE THE AUTHOR CONTRIBUTES THREE INTRODUCTORY ESSAYS, AND WHILE A COPY OF A QUESTIONNAIRE APPEARS IN THE APPENDIX, IT IS NOT CLEAR HOW MANY WOMEN WERE INCLUDED IN

BEST COPY AVAILABLE

BEST COPY AVAILABLE

62003

THE SAMPLE, HOW THE SAMPLE WAS DRAWN AND HOW THE FINAL SIXTEEN ESSAYS WERE CHOSEN, OR WHETHER THE SIXTEEN WERE THE ONLY ONES SOLICITED ON A RANDOM OR NONRANDOM BASIS.

CAREER-MARRIAGE CONFLICT
CHILD CARE
ROLE CONFLICT

6.3

62004

CONYERS, J. E.
EXPLORATORY STUDY OF EMPLOYERS' ATTITUDES TOWARD WORKING MOTHERS
SOCIOLOGY AND SOCIAL RESEARCH, 45 (JANUARY, 1961), 145-156.

AN ATTEMPT TO DISCOVER IF AND HOW A WOMAN'S ROLE OF MOTHER AFFECTS HER EMPLOYER'S ATTITUDE TOWARDS HER ROLE OF EMPLOYEE. LIMITED TO 20 INTERVIEWS OF BUSINESS MANAGERS OF A TOTAL OF 5,900 EMPLOYEES, 1,850 BEING MOTHERS, QUESTIONS COVER THE AREAS OF ADVANTAGES IN EMPLOYING MOTHERS, PROBLEMS AND CONFLICTS, PREGNANCY, AND CHILD-CARE FACILITIES. TYPES OF BUSINESSES AND OCCUPATIONAL AND ECONOMIC STATUS OF MOTHERS ARE RARELY INDICATED. SUMMARIES RATHER THAN STATISTICAL ACCOUNTS OF FINDINGS.

EMPLOYER ATTITUDES
ROLE CONFLICT
WOMEN IN BUSINESS

4.5

62005

SWEET, JAMES A.
FAMILY COMPOSITION AND THE LABOR FORCE ACTIVITY OF AMERICAN WIVES.
DEMOGRAPHY, 7 (MAY, 1970), 195-209.

UTILIZING 1960 CENSUS DATA, THIS PAPER CONTAINS AN IN DEPTH DEMOGRAPHIC ANALYSIS OF THE EMPLOYMENT PATTERNS OF AMERICAN WIVES IN RELATION TO THE COMPOSITION OF THEIR FAMILIES. THE AUTHOR DISCUSSES THE INFLUENCE OF 1) LABOR MARKET ENVIRONMENT, 2) FAMILY ECONOMIC PRESSURES, 3) ECONOMIC INCENTIVES AND 4) FAMILIAL CONSTRAINTS ON LABOR FORCE PARTICIPATION

EMPLOYMENT PATTERNS
FAMILY RESPONSIBILITIES
REASONS WOMEN WORK

6.2 WORKING MOTHERS

62005

WORKING WIVES

4.1

62006

SUSSMAN, MARVIN B.
NEEDED RESEARCH ON THE EMPLOYED MOTHER.
MARRIAGE AND FAMILY. 23 (NOVEMBER, 1961), 368-373.

THIS EARLY ARTICLE DISCUSSES RESEARCH NEEDED ON WORKING MOTHERS WHICH DOES NOT VIEW MATERNAL EMPLOYMENT AS DEVIANT BEHAVIOR AND WHICH DEVELOPS A METHODOLOGY CAPABLE OF INVESTIGATING THIS MULTIFACETED SOCIAL PHENOMENON. PREVIOUS RESEARCH FOCUSSED ON COMPARISONS BETWEEN WORKING AND NON-WORKING MOTHERS. WORK STATUS, OCCUPATIONAL ASPIRATIONS AND MOTIVATIONS AND REORGANIZATION OF THE FAMILY ARE BUT A FEW POSSIBLE AREAS OPEN TO RESEARCHERS.

CAREER ASPIRATIONS
FAMILY RESPONSIBILITIES
PSYCHOLOGICAL FACTORS
REASONS WOMEN WORK

62007

STEIN, ROBERT.
THE ECONOMIC STATUS OF FAMILIES HEADED BY WOMEN
MONTHLY LABOR REVIEW, 93 (DECEMBER, 1970), 3-10.

IN MARCH 1970, 5.6 MILLION FAMILIES OR 1 IN 10 WERE HEADED BY WOMEN. STATISTICS ON INCOME, AGE AND NUMBER OF CHILDREN, RACE, AREA, WORK EXPERIENCE, OCCUPATIONS, AND EDUCATION (FURNISHED BY THE BUREAU OF CENSUS AND THE BUREAU OF LABOR STATISTICS) DESCRIBE THE BLEAK ECONOMIC STATUS OF THESE FAMILIES. FEDERAL PROGRAMS TO UPGRADE EMPLOYMENT AND THE WELFARE SYSTEM ARE DISCUSSED.

CHILDREN
ETHNIC DIFFERENCES
HEAD OF HOUSEHOLD
POVERTY

4.1, 4.2, 6.4

62008

6.2 WORKING MOTHERS

62008

RUDERMAN, FLORENCE A.
CHILD CARE AND WORKING MOTHERS.
NEW YORK: CHILD WELFARE LEAGUE OF AMERICA, 1968, 378P.

AN IN DEPTH STUDY OF CHILD CARE (PREVALENT ATTITUDES, ARRANGEMENTS AND STATUS OF FACILITIES) CONTAINING A LARGE SECTION ON CHARACTERISTICS OF WORKING MOTHERS. DISCUSSES THE IMPACT OF RACE, INCOME, MARITAL STATUS, MOTIVATION, EDUCATION, NUMBER AND AGE OF CHILDREN ON THE MOTHER'S EMPLOYMENT AND CHILD CARE ARRANGEMENTS.

BLACK WOMEN
CHILD CARE
CHILDREN
MARITAL STATUS
POVERTY
WORK COMMITMENT

1.0, 3.0, 4.0, 6.4

62009

ROTHMAN, SHEILA M.
OTHER PEOPLE'S CHILDREN.: THE DAY CARE EXPERIENCE IN AMERICA.
THE PUBLIC INTEREST, 30 (WINTER, 1973), 11-27

A SHORT HISTORY OF THE INSTITUTION OF THE DAY CARE CENTER IS USED BY THE AUTHOR AS A BASIS FOR DISCUSSING CURRENT PROPOSALS FOR CHILD CARE CENTERS. SHORTCOMINGS OF EXISTING DAY CARE PROGRAMS ARE ALSO DISCUSSED.

CHILD CARE

62010

POWELL, KATHRYN SUMMERS.
MATERNAL EMPLOYMENT IN RELATION TO FAMILY LIFE.
MARRIAGE AND FAMILY LIVING, 23 (NOVEMBER, 1961), 350-354.

THIS ARTICLE DESCRIBES A STUDY WHICH UTILIZES BOTH PROJECTIVE TESTING AND TRADITIONAL STATISTICAL METHODS TO ASSESSS THE EFFECT OF MATERNAL EMPLOYMENT ON FAMILY LIFE. THE AUTHOR FOUND THAT MATERNAL EMPLOYMENT DID NOT HAVE A DETRIMENTAL EFFECT ON FAMILY.

FAMILY CHARACTERISTICS
PSYCHOLOGICAL FACTORS

6.2 WORKING MOTHERS

62010

62011

PERRY, JOSEPH B., JR.
THE MOTHER SUBSTITUTES OF EMPLOYED MOTHERS: AN EXPLORATORY INQUIRY.
MARRIAGE AND FAMILY LIVING, 23 (NOVEMBER, 1961), 362-367.

A DISCUSSION OF AN EMPIRICAL STUDY TO ASSESSS THE ASSOCIATION BETWEEN SELECTED CHARACTERISTICS OF MOTHER SUBSTITUTES AND THE ADJUSTMENT OF PRESCHOOL CHILDREN OF EMPLOYED MOTHERS. THE AUTHOR FOUND NO APPRECIABLE DETRIMENTAL EFFECT ON THE CHILDREN INVOLVED.

CHILDREN
PSYCHOLOGICAL FACTORS

62012

NYE, F. IVAN, AND
HOFFMAN, LOIS WLADIS, EDITOR.
THE EMPLOYED MOTHER IN AMERICA.
CHICAGO: RAND MCNALLY AND COMPANY, 1963, 406P.

COMPREHENSIVE WORK DEALING WITH MATERNAL EMPLOYMENT FROM A SOCIAL AND SOCIO-PSYCHOLOGICAL PERSPECTIVE. THE BOOK IS ORGANIZED INTO FOUR SECTIONS: (1) WHY THEY WORK - A BROAD INTRODUCTION TO THE EMERGENCE OF EMPLOYED WOMEN AS A MAJOR PHENOMENON IN AMERICAN LIFE; (2) EFFECTS ON THE CHILDREN - DEALS WITH THE CHILDREN OF EMPLOYED AND UNEMPLOYED MOTHERS; (3) THE HUSBAND-WIFE RELATIONSHIP COMPARES THE MARITAL RELATIONSHIPS OF EMPLOYED AND UNEMPLOYED WOMEN; AND (4) ADJUSTMENT OF THE MOTHER - COMPARES THE SELF-FEELINGS, HEALTH, AND RELATIONSHIPS OF THE TWO CATEGORIES OF MOTHERS.

CAREER-MARRIAGE CONFLICT
CHILDREN
PSYCHOLOGICAL FACTORS
REASONS WOMEN WORK

4.2

62013

MEAD, MARGARET
WORKING MOTHERS AND THEIR CHILDREN.

6.2 WORKING MOTHERS

62013

MANPOWER, (JUNE, 1970), 3-6.

NOTING THAT SMALL INFANTS NEED CONTINUITY OF CARE TO DEVELOP INTO WELL-ADJUSTED ADULTS, AND NOTING THAT MOTHERS ARE INCREASINGLY BEING ENCOURAGED TO SEEK EMPLOYMENT (TO SEEK FULFILLMENT OR TO QUALIFY FOR WELFARE FUNDS), DR. MEAD SUGGESTS ALTERNATIVE SOLUTIONS TO STATE-SUPPORTED OR COMMERCIAL DAY-CARE CENTERS, BOTH OF WHICH SHE FINDS UNSATISFACTORY. SHE SUGGESTS CREATING WORKING ARRANGEMENTS SUITABLE FOR MOTHERS TO BREASTFEED THEIR INFANTS, ENCOURAGING HOUSING ARRANGEMENTS AND SOCIAL EXPECTATIONS THAT USE RELATIVES AND BLOCK PARENTS TO CARE FOR CHILDREN OF WORKING MOTHERS, AND GIVING YOUNG ADULTS THE OPTION OF SERVING IN THE ARMED FORCES OR COMMUNITY CENTERS.

CHILD CARE
PSYCHOLOGICAL FACTORS
SOCIETAL ATTITUDES

62014

HEDGES, JANICE N.
BARNETT, JEANNE K.
WORKING WOMEN AND THE DIVISION OF HOUSEHOLD TASKS.
MONTHLY LABOR REVIEW, 95 (APRIL, 1972), 9-14.

A SHORT ARTICLE GIVING STATISTICS ON THE NUMBER OF WOMEN WITH DEPENDENT CHILDREN, THEIR MARITAL STATUS, RACE AND THEIR DISTRIBUTION IN THE POPULATION AND THE WORK FORCE. ALSO DISCUSSED ARE THE TIME SPENT PER WEEK BY HOUSEHOLD MEMBERS ON TASKS, DIVISION OF TASKS BETWEEN MEN AND WOMEN, AND OBSTACLES TO EMPLOYMENT. THE AUTHORS SUGGEST THE FOLLOWING SOLUTIONS TO BETTER ACCOMMODATE THE NEEDS OF WORKING WOMEN WITH FAMILY RESPONSIBILITIES - DAY CARE, UPGRADING HOUSEHOLD EMPLOYMENT, MORE EFFICIENT HOME MANAGEMENT, ADAPTABLE WORK RULES, RECOGNITION OF LIFE-CYCLE PATTERN, AND FULLER SHARING OF FAMILY RESPONSIBILITIES.

CHILD CARE
FAMILY RESPONSIBILITIES
WORKING WIVES

4.2, 6.4

62015

UNITED STATES CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN.

6.2 WORKING MOTHERS

62015

REPORT OF THE TASK FORCE ON HEALTH AND WELFARE.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
1968, 59P.

THE FOCUS OF THIS TASK FORCE REPORT IS ON WOMEN AND THEIR FAMILIES (SERVICES AVAILABLE, HEALTH, INCOME MAINTENANCE, SOCIAL WELFARE). PROPOSES GUIDELINES FOR FUTURE ACTION BASED ON SECONDARY DATA SOURCES.

BLACK WOMEN
EMPLOYMENT
FAMILY RESPONSIBILITIES

62016

WEIL, MILDRED W.
AN ANALYSIS OF THE FACTORS INFLUENCING MARRIED WOMEN'S ACTUAL OR PLANNED WORK PARTICIPATION.
AMERICAN SOCIOLOGICAL REVIEW, 26 (FEBRUARY, 1961), 91-96.

AUTHOR ATTEMPTS TO DISCOVER FACTORS THAT ARE RELATED TO ACTUAL OR PLANNED PARTICIPATION OF MARRIED WOMEN WITH CHILDREN IN THE LABOR FORCE. THE SAMPLE CONSISTED OF 200 MARRIED WOMEN WITH CHILDREN, LIVING IN A SUBURBAN NEW JERSEY TOWN. CONCLUSIONS FROM THIS SELECTIVE SAMPLE MAKE GENERALIZATIONS LIMITED.

LABOR FORCE PARTICIPATION
LIFE STYLES
MARITAL STATUS

4.1

62017

YOUNG, ANNE M.
CHILDREN OF WORKING MOTHERS.
MONTHLY LABOR REVIEW, 96 (APRIL, 1973), 37-40.

THIS ARTICLE PROVIDES INFORMATION ON THE NUMBER OF CHILDREN BY THE LABOR FORCE ACTIVITY OF THEIR PARENTS, THEIR RACE, TYPE AND SIZE OF FAMILIES, AND FAMILY INCOME. THE REPORT SHOWS THAT MOTHERS OF ALMOST 26 MILLION CHILDREN UNDER AGE 18 WERE IN THE LABOR FORCE IN MARCH 1972.

CHILDREN

6.2 WORKING MOTHERS

62017

FAMILY BACKGROUND
WORKING WIVES

4.2

62018

UNITED STATES CONGRESS, SENATE COMMITTEE ON FINANCE.
CHILD CARE DATA AND MATERIALS.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
JUNE 16, 1971, 156P.

THIS PUBLICATION CONTAINS A COMPREHENSIVE COLLECTION OF IMPORTANT STATISTICS, REPORTS, AND STATE AND FEDERAL REGULATIONS ON CHILD CARE. INCLUDED DATA ON WORKING MOTHERS, AND WELFARE MOTHERS AND WORK INCENTIVE PROGRAMS. MANY TABLES.

CHILD CARE
FAMILY CHARACTERISTICS
FEDERALLY ASSISTED PROGRAMS
LABOR FORCE PARTICIPATION

4.1, 7.0

62019

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
DAY CARE FACTS.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
1970, 5P.

AN ANALYSIS OF PRESENT DAY CARE FACILITIES -- WHY THEY MUST BE EXPANDED AND FOR WHOM. IT LISTS SOME GROUPS THAT CURRENTLY HAVE DAY CARE CENTERS, E.G., RETRAINING FACILITIES AND SOME HOSPITALS. DESCRIBES WHAT IS CURRENTLY BEING DONE TO INCREASE THE NUMBER OF CENTERS.

CHILD CARE
POVERTY

62020

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
WHO ARE THE WORKING MOTHERS?
LEAFLET 37 (REV.). WASHINGTON, D.C.: UNITED STATES GOVERNMENT

6.2 WORKING MOTHERS

62020

PRINTING OFFICE, 1972, 9P.

THIS LEAFLET PROVIDES INFORMATION ON THE STATUS OF WORKING MOTHERS AND ON FACTORS THAT MOTIVATE THEM TO SEEK EMPLOYMENT. THE INFORMATION IS PROVIDED THROUGH QUESTIONS AND ANSWERS RELATING TO NUMBER AND PROPORTION OF WORKING MOTHERS IN THE TOTAL LABOR FORCE; MOTHERS OF YOUNG CHILDREN; MOTHERS OF MINORITY RACES; CHILDREN OF WORKING MOTHERS; CHILD CARE ARRANGEMENTS; DUAL PARENT FAMILIES; AND SPECIFIC EMPLOYMENT CHARACTERISTICS OF WORKING MOTHERS.

BLACK WOMEN
CHILD CARE
CHILDREN
DUAL-CAREER FAMILIES
FAMILY RESPONSIBILITIES
REASONS WOMEN WORK

6.4

62021

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
WORKING MOTHERS AND THE NEED FOR CHILD CARE SERVICES.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
JUNE, 1968, 20P.

STATISTICAL PROFILE OF WORKING MOTHERS BY MARITAL STATUS, AGE, RACE, NUMBER AND AGES OF CHILDREN, INCOME. AVAILABILITY OF CHILD CARE SERVICES.

CHILD CARE
CHILDREN
FAMILY STATUS

4.1, 6.4

62022

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
WHY DO MOTHERS WORK?
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1962, 6 P.

THIS PAPER BRIEFLY DISCUSSES ISSUES SURROUNDING MOTHERS WHO WORK OUTSIDE THE HOME SUCH AS REASONS FOR WORKING AND ITS EFFECT ON OFFSPRING. SOME COMPARATIVE STATISTICS (1940-1961) AND A BRIEF BIBLIOGRAPHY ARE INCLUDED.

6.2 WORKING MOTHERS

62022

BIBLIOGRAPHY
CHILDREN
EMPLOYMENT TRENDS
REASONS WOMEN WORK

62023

LOW, SETH,
SPINDLER, PEARL G.
CHILD CARE ARRANGEMENTS OF WORKING MOTHERS IN THE UNITED STATES
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
1968, 123P.

THIS REPORT PRESENTS BASIC DATA ON THE TYPES OF CHILD CARE ARRANGEMENT AND THEIR FREQUENCY OF UTILIZATION BY WORKING MOTHERS. DATA WERE OBTAINED THROUGH THE USE OF A SURVEY CONDUCTED WITH THE HELP OF THE BUREAU OF THE CENSUS, WHICH INCLUDED SUPPLEMENTARY QUESTIONS ABOUT CHILD CARE IN ITS FEBRUARY, 1965 SURVEY. FULLY TWO THIRDS OF THE REPORT CONSISTS OF TABLES. THE MAJOR FINDINGS ARE THAT THERE WERE 10.5 MILLION WORKING MOTHERS IN THE U.S. WHILE LICENSED CHILD CARE FACILITIES WERE AVAILABLE FOR ONLY ABOUT 475,000 CHILDREN.

CHILD CARE
CHILDREN

62024

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
WORKING MOTHERS AND THE NEED FOR CHILD CARE SERVICES.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
MAY, 1967, 24P.

USING DATA AND CHARTS, THIS REPORT DOCUMENTS THE INCREASING NUMBER OF WORKING MOTHERS IN THE UNITED STATES TODAY AND THE NEED FOR ADEQUATE CHILD CARE SERVICES. THE MAJOR POINTS OF THE REPORT ARE THAT ONE OF THREE MOTHERS WAS EMPLOYED IN MAY, 1967; THAT MORE THAN 17 MILLION CHILDREN UNDER 18 YEARS OF AGE HAD WORKING MOTHERS IN MARCH, 1965; THAT NEARLY HALF WERE CARED FOR IN THEIR OWN HOMES BY RELATIVES OR BABYSITTERS; THAT 28 PERCENT WERE CARED FOR BY THEIR MOTHERS WHO EITHER WORKED ONLY DURING THEIR CHILDREN'S SCHOOL HOURS OR TOOK CARE OF THEM WHILE WORKING;

6.2 WORKING MOTHERS

62024

THAT 18 PERCENT WERE CARED FOR AWAY FROM HOME; AND THAT 8 PERCENT LOOKED AFTER THEMSELVES.

CHILD CARE
CHILDREN

6.3 MATURE WOMEN

63001

THE PROJECT ON MIDDLE AGE
THE MIDDLE AGED WOMAN AND THE LABOR MARKET - REPORT ON A WORKSHOP
NEW YORK: PROJECT ON MIDDLE AGE, 1962, 23 P.

THIS ONE-DAY WORKSHOP IS THE THIRD IN A SERIES DEALING WITH THE MIDDLE-AGED WOMAN. THE DISCUSSION CENTERS ON HER INCREASED PARTICIPATION IN THE LABOR MARKET, HER ATTITUDES TOWARD EMPLOYMENT, AND THE NEED FOR MORE INFORMATION AND COUNSELING.

3.1, 3.4

63002

O'NEILL, BARBARA POWELL
CAREERS FOR WOMEN AFTER MARRIAGE AND CHILDREN
NEW YORK: THE MACMILLAN COMPANY, 1965, 401 P.

THIS BOOK IS INTENDED PRIMARILY FOR WOMEN IN THEIR 30'S, 40'S, AND 50'S WHO ARE MARRIED, HAVE CHILDREN AND ARE CONSIDERING GOING TO WORK. IT CONTAINS MUCH PRACTICAL INFORMATION CONCERNING WHETHER OR NOT TO WORK, CONTINUING EDUCATION PROGRAMS AND VARIOUS CAREERS TO ENTER SUCH AS TEACHING, LIBRARY WORK, SOCIAL WORK, COUNSELING, THE HEALTH FIELD, AND THE PROFESSIONS.

CAREER OPPORTUNITIES
CHILDREN
EMPLOYMENT OPPORTUNITIES

3.4, 5.0, 6.2

63003

6.3 MATURE WOMEN

63003

UNITED STATES DEPARTMENT OF LABOR, MANPOWER ADMINISTRATATION.
DUAL CAREERS: A LONGITUDINAL STUDY OF LABOR MARKET EXPERIENCE
OF WOMEN.
VOLUME 1. MANPOWER RESEARCH MONOGRAPH NO. 21. WASHINGTON, D.C.:
UNITED STATES GOVERNMENT PRINTING OFFICE, 1970.

THIS STATISTICAL STUDY IS BASED ON DATA COLLECTED IN THE INITIAL INTERVIEW SURVEY OF WOMEN 30 TO 44 YEARS OF AGE, WHICH WAS CONDUCTED IN MID-1967. IT IS A PROGRESS REPORT OF THE WORK TO DATE AND A SETTING FOR THE LONGITUDINAL ANALYSIS TO FOLLOW. TOPICS COVERED IN THE RESEARCH INCLUDE: CHARACTERISTICS OF THE SAMPLE; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; OCCUPATIONAL AND GEOGRAPHICAL MOBILITY, AND WORK ATTITUDES, SATISFACTION AND JOB ATTACHMENT; AND COMPARISON OF WHITE AND BLACK WOMEN. SURVEY FORM IS INCLUDED. EXTREMELY VALUABLE.

BLACK WOMEN
EMPLOYMENT PATTERNS
FAMILY BACKGROUND
LABOR FORCE PARTICIPATION
MOBILITY
OCCUPATIONAL SEGREGATION

4.0, 6.4

63004

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
HOW YOU CAN HELP REDUCE BARRIERS TO THE EMPLOYMENT OF MATURE WOMEN.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1967, 7P.

THIS BOOKLET DISCUSSES EMPLOYMENT PROBLEMS OF MATURE WOMEN WORKERS AND SUGGESTS MEANS FOR THEIR SOLUTION. THE LIMITED BENEFITS OF THE AGE DISCRIMINATION ACT ARE CITED. SEVERAL MYTHS ARE DISCREDITED. IMPROVED CONDITIONS ARE DEPENDENT ON EFFECTIVE GROUP ACTION AS WELL AS ENACTMENT AND ENFORCEMENT OF FEDERAL LEGISLATION

DISCRIMINATION
LEGISLATION NEEDS

7.1

6.4 MINORITY WOMEN

6.4 MINORITY WOMEN

64001

ASCHENFELTER, ORLEY
CHANGES IN LABOR MARKET DISCRIMINATION OVER TIME
JOURNAL OF HUMAN RESOURCES, 5 (FALL, 1970), 403-430.

THIS ARTICLE OFFERS SOME EVIDENCE ON WHAT EFFECT CHANGES IN DISCRIMINATORY PRACTICES IN LABOR MARKETS MAY HAVE HAD ON THE RELATIVE EARNINGS OF BLACK WORKERS. THE EXTENT OF ANY CHANGE IN THE RELATIVE EARNINGS OF NONWHITE WORKERS WHICH MAY BE ATTRIBUTED TO CHANGES IN DISCRIMINATION IN THE POSTWAR PERIOD IS ESTIMATED, AND HYPOTHESES ABOUT THE EFFECT WHICH CYCLICAL SWINGS IN AGGREGATE LABOR MARKET ACTIVITY MAY HAVE HAD ON DISCRIMINATION ARE TESTED. THE RESULTS SUGGEST THAT THERE WAS LITTLE CHANGE IN THE EXTENT OF DISCRIMINATION AGAINST BLACK MEN OVER THE PERIOD OF 1950 TO 1966, THAT THERE WAS A SIGNIFICANT REDUCTION IN THE EXTENT OF DISCRIMINATION AGAINST BLACK WOMEN OVER THIS PERIOD, AND THAT CYCLICAL SWINGS IN AGGREGATE LABOR MARKET ACTIVITY HAD LITTLE EFFECT ON THE EXTENT OF DISCRIMINATION.

BLACK WOMEN
DISCRIMINATION
LABOR MARKET EXPERIENCE
MANPOWER DEMANDS

4.3

64002

AXELSON, LELAND J.
WORKING WIFE: DIFFERENCES IN PERCEPTION AMONG NEGRO AND WHITE MALES
JOURNAL OF MARRIAGE AND THE FAMILY, 32 (AUGUST, 1970), 457-464.

THIS STATISTICAL STUDY SUGGESTS SIGNIFICANT DIFFERENCES BETWEEN THE PERCEPTION OF NEGRO AND WHITE MALES TOWARD WORKING WIVES, THE RELATIONSHIP BETWEEN HUSBAND AND WIFE, AND THE RELATIONSHIP VIS-A-VIS THE HUSBAND'S CAREER. USE OF SOCIO-ECONOMIC STATUS AND AGE AS TEST VARIABLES DOES NOT SEEM TO MATERIALLY ALTER THE DIFFERENCES FOUND.

BLACK WOMEN
CAREER-MARRIAGE CONFLICT
WORKING WIVES

4.1, 4.2, 4.5

64003

CADE, TONI

6.4 MINORITY WOMEN

64003

THE BLACK WOMAN: AN ANTHOLOGY
NEW YORK: SIGNET BOOKS, 1970, 256 P.

A HIGHLY CRITICAL ANTHOLOGY OF LITERATURE AIMED AT EXPLAINING PATTERNS OF EXPLOITATION OF THE AMERICAN BLACK WOMAN. IT ANSWERS THE PROBLEMS BY POSING POSITIVE ACTIONS FOR WOMEN TO TAKE, AND COVERS THE FAMILY, WORK, RACISM, CHILDREN, SLUMS, THE FEMALE ROLE, AND THE BLACK MAN.

BLACK WOMEN
CHILDREN
DISCRIMINATION
FAMILY CHARACTERISTICS
ROLE PERCEPTION
WOMEN'S LIBERATION

64004

CHANGING STATUS OF NEGRO WOMEN WORKERS
MONTHLY LABOR REVIEW, 87 (JUNE, 1964), 671-673.

THE EMPLOYMENT OPPORTUNITIES OF THE BLACK WOMAN HAVE IMPROVED CONSIDERABLY IN TERMS OF TYPES OF EMPLOYMENT AND LEVELS OF INCOME. NON-WHITE WOMEN FOLLOW A TREND OF INCREASING EMPLOYMENT THROUGH THE AGE OF FIFTY-FIVE. A MAJOR CHANGE IS IN THE NUMBERS OF BLACK WOMEN EMPLOYED IN PROFESSIONAL OCCUPATIONS AND PUBLIC ADMINISTRATION.

BLACK WOMEN
EMPLOYER ATTITUDES
EMPLOYMENT PATTERNS
HIRING PRACTICES

4.2, 4.5

64005

FICHTER, JOSEPH H.
CAREER EXPECTATIONS OF NEGRO WOMEN GRADUATES
MONTHLY LABOR REVIEW, 90 (NOVEMBER, 1967), 36-42.

THIS ARTICLE IS CONCERNED WITH VARIOUS FACTORS AFFECTING CAREER EXPECTATIONS OF NEGRO WOMEN COLLEGE GRADUATES. COMPARISONS ARE MADE BETWEEN WHITE AND NEGRO WOMEN AND BETWEEN NEGRO WOMEN OF DIFFERENT CLASSES. THE AUTHOR DISCUSSES MARRIAGE PLANS, WORKING MOTHERS, CAREER CHOICES, AND ASPIRATIONS AND EXPECTATIONS.

6.4 MINORITY WOMEN

64005

STATISTICAL INFORMATION.

BLACK WOMEN
CAREER ASPIRATIONS
CAREER CHOICE
COLLEGE GRADUATES
MARITAL STATUS

4.2, 6.2

64006

HIESTAND, DALE L.
ECONOMIC GROWTH AND EMPLOYMENT OPPORTUNITIES FOR MINORITIES.
NEW YORK: COLUMBIA UNIVERSITY PRESS, 1964, 127 P.

THE BOOK IS CONCERNED WITH THE EXTENT TO WHICH FOUR MANPOWER GROUPS (THE MAJORITY GROUP IN THE LABOR FORCE--WHITE MEN, AND THREE MINORITY GROUPS--NEGRO MEN, NEGRO WOMEN, AND WHITE WOMEN) ACCOUNTED FOR THE GROWTH OF DIFFERENT FIELDS OF EMPLOYMENT OVER SEVERAL DECADES. THERE IS A COMPARISON OF THE PROPORTION THAT EACH MANPOWER GROUP CONTRIBUTES. THE CHANGING POSITION OF NEGRO WORKERS, INCOME TRENDS AND TECHNOLOGICAL CHANGES ARE SHOWN. NO DATA IS GIVEN FOR OTHER NON-WHITE WORKERS.

BLACK WOMEN
CHANGING ROLE OF WOMEN
EMPLOYMENT OPPORTUNITIES
EMPLOYMENT PATTERNS
TECHNOLOGY

4.1

64007

STATE OF CALIF., DEPT. INDUSTRIAL RELATIONS, DIV. FAIR EMPLOY. PRACTICES
AMERICAN INDIANS IN CALIFORNIA
SAN FRANCISCO, CALIFORNIA, NOVEMBER, 1965, 41P.

THIS PAMPHLET IS A STATISTICAL PROFILE OF AMERICAN INDIANS IN CALIFORNIA. EMPIRICAL DATA DESCRIBING THE EDUCATION, OCCUPATIONS, EMPLOYMENT RATES, AND INCOME OF AMERICAN INDIAN WOMEN AS COMPARED TO TOTAL WHITE AND NON-WHITE IS INTERSPERSED THROUGHOUT ITS CONTENTS

CALIFORNIA
ETHNIC DIFFERENCES

6.4 MINORITY WOMEN

64007

4.1, 4.2, 4.3

64008

SORKIN, ALAN L.
OCCUPATIONAL STATUS AND UNEMPLOYMENT OF NONWHITE WOMEN.
SOCIAL FORCES, 49 (MARCH, 1971), 393-398.

THE PURPOSE OF THE PAPER IS TO ANALYZE TWO IMPORTANT DIMENSIONS OF THE RELATIVE ECONOMIC STATUS OF NONWHITE WOMEN, NAMELY OCCUPATIONAL POSITION AND UNEMPLOYMENT. THE AUTHOR NOTES THAT NEGRO WOMEN HAVE MADE MAJOR GAINS IN UPGRADING THEIR OCCUPATIONAL UNEMPLOYMENT STATUS, BUT THAT FOR A VARIETY OF REASONS THEIR RELATIVE UNEMPLOYMENT RATES HAVE INCREASED. THE EMPHASIS IS ON THE RACIAL DETERMINANTS, HENCE THIS PAPER DOES NOT CONSIDER DISCRIMINATION AGAINST NEGRO WOMEN BECAUSE OF THEIR SEX.

BLACK WOMEN
UNEMPLOYMENT

4.2, 5.0

64009

EPSTEIN, CYNTHIA FUCHS
POSITIVE EFFECTS OF THE MULTIPLE NEGATIVE: EXPLAINING THE SUCCESS OF BLACK PROFESSIONAL WOMEN.
AMERICAN JOURNAL OF SOCIOLOGY, 78 (JANUARY, 1973), 912-935.

USING INTERVIEWS WITH 31 BLACK WOMEN (PEOPLE WITH TWO NEGATIVE STATUSES) WHO HAVE ACHIEVED OCCUPATIONAL SUCCESS IN THE PRESTIGIOUS MALE-DOMINATED PROFESSIONS OF LAW, MEDICINE, UNIVERSITY TEACHING, JOURNALISM, AND PUBLIC RELATIONS, THE AUTHOR ATTEMPTS TO DISCOVER PATTERNS ACCOUNTING FOR THEIR SUCCESS.

BLACK WOMEN
CAREER ASPIRATIONS
WOMEN IN BUSINESS
WOMEN IN LAW
WOMEN IN MEDICINE

4.5, 5.1, 5.2, 5.3

64010

THE EDUCATION AND TRAINING OF RACIAL MINORITIES
UNIVERSITY OF WISCONSIN, MADISON, WISCONSIN, CENTER FOR STUDIES

6.4 MINORITY WOMEN

64010

IN VOCATIONAL AND TECHNICAL EDUCATION, MAY 11-12, 1967, 1968, 211P.

THIS COLLECTION OF ARTICLES INCLUDES AN EXAMINATION OF BIASES AGAINST THE EMPLOYMENT OF MINORITIES AND THE MEANS TO OVERCOME THESE, PROPOSALS FOR EDUCATIONAL PROGRAMS, NATIONWIDE AND IN THE SOUTH, AN EXAMINATION OF STRATEGIES FOR SELF DEVELOPMENT, AND A STUDY OF THE RELATIONSHIP BETWEEN THE MOBILITY OF MINORITIES AND OCCUPATIONAL STATUS. A NUMBER OF THE ARTICLES ARE BASED ON STATISTICAL DOCUMENTATION.

BLACK WOMEN
CAREER DEVELOPMENT
DISCRIMINATION
MEXICAN-AMERICAN WOMEN
MOBILITY
SOCIETAL ATTITUDES

3.0, 4.5

64011

WELLER, ROBERT H.
EMPLOYMENT OF WIVES, DOMINANCE AND FERTILITY.
JOURNAL OF MARRIAGE AND THE FAMILY, 30 (AUGUST, 1968), 437-442.

THIS DATA WAS COLLECTED IN PREDOMINANTLY LOWER-AND MIDDLE-INCOME NEIGHBORHOODS OF SAN JUAN, PUERTO RICO. FINDINGS ARE 1) THE WIFE'S PARTICIPATION IN THE LABOR FORCE HAS INCREASED HER INFLUENCE IN FAMILY DECISION-MAKING, PARTICULARLY IN REGARD TO HAVING ADDITIONAL CHILDREN; HENCE, THERE IS LOWER FERTILITY AMONG WORKING WOMEN. 2) THE NEGATIVE RELATION BETWEEN LABOR-FORCE STATUS AND FERTILITY IS STRONGER AMONG THE WIFE DOMINANT AND EGALITARIAN FAMILIES THAN AMONG HUSBAND-DOMINANT COUPLES. 3) USE OF BIRTH CONTROL IS WEAKEST AMONG HUSBAND-DOMINANT COUPLES; THEREFORE, THE PATTERN OF FAMILY DECISON MAKING APPEARS TO BE A CRUCIAL INTERMEDIATE VARIABLE IN THE RELATIONSHIP BETWEEN EMPLOYMENT OF THE WIFE AND FERTILITY.

CAREER-MARRIAGE CONFLICT
FAMILY RESPONSIBILITIES
FERTILITY
WORKING WIVES

6.2

64012

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6.4 MINORITY WOMEN

64012

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
FACT SHEET ON EDUCATIONAL ATTAINMENT OF NONWHITE WOMEN.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
AUGUST 1966, 2P.

THIS SHORT PAMPHLET CONTAINS INFORMATION ON THE EDUCATIONAL ATTAINMENT OF NONWHITE WOMEN, AND DOCUMENTS THE RISE IN THE EDUCATIONAL ATTAINMENT BETWEEN 1940 AND 1967, PARTICULARLY IN THE 25 TO 29 YEARS AGE GROUP. DATA RELATING MEDIAN YEARS OF SCHOOLS COMPLETED TO MEDIAN INCOME IS ALSO PROVIDED.

BLACK WOMEN

3.0, 3.3, 4.3

64013

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
FACTS ON WOMEN WORKERS OF MINORITY RACES.
WASHINGTON, D.C.: UNITED STATES PRINTING OFFICE, 1972, 10P.

THE NUMBER OF MINORITY WOMEN EMPLOYED AND THEIR SALARIES HAVE BEEN STEADILY INCREASING. DESPITE THESE ADVANCES, THE EMPLOYMENT STATUS OF MINORITY WORKING WOMEN IS CONSIDERABLY LOWER THAN THAT OF WHITE WORKING WOMEN. THESE DIFFERENCES ARE DETAILED WITH COMPARATIVE STATISTICAL INFORMATION ON UNEMPLOYMENT RATES, MARITAL STATUS, WORK EXPERIENCE, EDUCATION AND INCOME. THIS PUBLICATION UPDATES THE 1966 FACT SHEET ON NON-WHITE WOMEN WORKERS.

ETHNIC DIFFERENCES
UNEMPLOYMENT

4.1, 4.2

64014

UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
EQUAL EMPLOYMENT OPPORTUNITY REPORT - 1969: JOB PATTERNS FOR
MINORITIES AND WOMEN IN PRIVATE INDUSTRY
VOLUMES 1 AND 2. WASHINGTON, D.C.: UNITED STATES GOVERNMENT
PRINTING OFFICE, 1969, 1605P.

STATISTICAL REPORT COVERING MORE THAN 150,000 REPORTS BY EMPLOYERS AND OVER 28 MILLION WORKERS. DATA ON THE EMPLOYMENT OF NEGROES, ORIENTALS, AMERICAN INDIANS, AND SPANISH SURNAMED

6.4 MINORITY WOMEN

64014

AMERICANS, BOTH MALE AND FEMALE, IN NINE STANDARD OCCUPATIONAL CATEGORIES. VOLUME 1 INCLUDES INFORMATION FOR THE NATION, STATES AND INDUSTRIES. VOLUME 2 COVERS INFORMATION ON THE STANDARD METROPOLITAN STATISTICAL AREAS. ANNUAL REPORT.

ASIAN-AMERICAN WOMEN
BLACK WOMEN
EMPLOYMENT PATTERNS
EEOC
MEXICAN-AMERICAN WOMEN

4.1, 4.2

64015

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
NEGRO WOMEN IN THE POPULATION AND IN THE LABOR FORCE
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE
1968, 41P.

THIS BOOKLET CONTAINS A STATISTICAL PROFILE OF BLACK WORKING WOMEN AS OF 1966. ABUNDANT EMPIRICAL DATA DESCRIBE BLACK WOMEN IN THE POPULATION (E.G. POVERTY, EDUCATION, FAMILY STATUS) AND IN THE LABOR FORCE (EDUCATIONAL ATTAINMENT AND EMPLOYMENT STATUS--OCCUPATIONS AND UNEMPLOYMENT).

BLACK WOMEN
FAMILY CHARACTERISTICS
LABOR FORCE PARTICIPATION
POVERTY

4.1

64016

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU
NEGRO WOMEN WORKERS IN 1960
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
1964, 55P.

STATISTICAL DATA FROM THE 1960 CENSUS DOCUMENT THIS DETAILED REPORT ON THE ECONOMIC STATUS OF NEGRO WORKING WOMEN. SOME AREAS DISCUSSED ARE OCCUPATIONAL CONCENTRATION, DEMOGRAPHIC CHARACTERISTICS, FAMILY AND PERSONAL CHARACTERISTICS, EDUCATION, EARNINGS AND UNEMPLOYMENT FIGURES. COMPARISONS WITH 1940 AND 1950 DATA REVEAL PROGRESS FOR NEGRO WOMEN IN THE PROFESSIONS, IN CLERICAL WORK AS WELL AS OTHER ASPECTS OF BUSINESS AND INDUSTRY.

6.4 MINORITY WOMEN

64016

DESPITE CONCURRENT INCREASES IN STATUS AND EARNING POWER, NEGRO WOMEN STILL EARN LESS AND HAVE LOWER STATUS THAN DO WHITE WOMEN WORKERS.

BLACK WOMEN
EMPLOYMENT PATTERNS

4.1,4.3

64017

UNITED STATES DEPARMENT OF LABOR, WOMEN'S BUREAU
THE NEGRO WOMAN IN THE UNITED STATES--NEW ROLES--NEW CHALLENGES.
FROM AN ADDRESS BY MARY DUBLIN KEYSERLING GIVEN AT THE NATIONAL ASSOCIATION OF COLORED WOMEN'S CLUBS CONVENTION, OKLAHOMA CITY, OKLAHOMA, AUGUST 1, 1967, 10P.

THIS ADDRESS IS A CURSORY LOOK AT THE MANY PROBLEMS FACING NEGRO WOMEN TODAY. THE MANY STEPS TAKEN TO ALLEVIATE POVERTY, UNEMPLOYMENT, WAGE DISCRIMINATION, AND LACK OF EDUCATION ARE MENTIONED ALONG WITH SUGGESTIONS FOR FURTHER ACTION.

BLACK WOMEN
CHANGING ROLE OF WOMEN
DISCRIMINATION
EMPLOYMENT TRENDS

64018

STATE OF CALIFORNIA, DEPARTMENT OF INDUSTRIAL RELATIONS, DIVISION OF FAIR EMPLOYMENT PRACTICES.
CALIFORNIANS OF JAPANESE, CHINESE, FILIPINO ANCESTRY.
SAN FRANCISCO, CALIFORNIA, JUNE, 1965.

CHARTS AND TABLES IN THIS REPORT DOCUMENT THE POPULATION, EMPLOYMENT, INCOME, AND EDUCATION OF ASIAN AMERICANS IN CALIFORNIA. THE DATA IS BASED ON THE 1960 CENSUS DATA. MOST BUT NOT ALL THE INFORMATION IS BROKEN DOWN BY SEX.

ASIAN-AMERICAN WOMEN
CALIFORNIA

6.4 MINORITY WOMEN

64019

BICKNER, MEI LIANG
THE FORGOTTEN MINORITY: ASIAN-AMERICAN WOMEN
AMERASIA JOURNAL, II (SPRING, 1974).

USING 1960 CENSUS DATA, THIS ARTICLE GIVES A STATISTICAL PROFILE OF THE ASIAN-AMERICAN WORKING WOMAN IN CALIFORNIA. THE DATA SHOWS THAT ASIAN-AMERICAN WOMEN HAVE GENERALLY ATTAINED A HIGHER LEVEL OF EDUCATION, THEY HAVE LOWER UNEMPLOYMENT RATES, AND THEY EARN RELATIVELY HIGHER INCOMES THAN OTHER WOMEN OR OTHER MINORITY WOMEN. CONSISTENT WITH OTHER MINORITY WOMEN, THEY HAVE A HIGHER LABOR FORCE PARTICIPATION THAN WHITE WOMEN. THE ARTICLE ALSO NOTES WIDE VARIATION IN THE DATA FOR THE JAPANESE, CHINESE, AND FILIPINO WOMEN SUBGROUPS.

ASIAN-AMERICAN WOMEN
CALIFORNIA
EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION
UNEMPLOYMENT

3.3, 4.1, 4.3

7.0 PUBLIC POLICY

70001

BAKER, ELIZABETH FAULKNER
PROTECTIVE LABOR LEGISLATION.
STUDIES IN HISTORY ECONOMICS AND PUBLIC LAW, VOL. 116. NEW YORK:
COLUMBIA UNIVERSITY, 1965, 467P.

A BRIEF REVIEW OF PROTECTIVE LEGISLATION FOR ALL WORKERS AT BOTH THE FEDERAL AND THE STATE LEVEL IN NEW YORK. CITES JUDICIAL OPINION IN CRUCIAL CASES ON HAZARDOUS DUTY AND MAXIMUM HOURS. SHOWS EVOLUTION OF LAWS THROUGH THE 1920'S. THE DIFFICULTIES IN LABOR LAW ENFORCEMENT ARE DISCUSSED, AS WELL AS THE EFFECTS OF LABOR LAW. THE FINAL SECTION ON 'CONTROVERSY' SHOWS WOMEN BEGINNING TO OPPOSE LEGISLATION THAT INJURED THEIR STATUS AS WORKERS. WELL DONE.

DISCRIMINATION
PROTECTIVE LAWS

2.0, 7.6

7.0 PUBLIC POLICY

70002

PEDERSEN, INGER M.
STATUS OF WOMEN IN PRIVATE LAW.
ANNALS OF THE AMERICAN ACADEMY OF POLITICAL AND SOCIAL SCIENCE
375 (JANUARY, 1968), 44-51.

SOME OF THE MAIN PROBLEMS DEALT WITH IN THIS ARTICLE ARE THE PROTECTION OF WOMEN'S RIGHTS WHEN MARRIAGES ARE CONTRACTED (FORM AND MINIMUM AGE) AND WHEN MARRIAGES ARE DISSOLVED. THE ADVANTAGES OF SEPARATE PROPERTY SYSTEMS AND COMMUNITY PROPERTY SYSTEMS ARE DISCUSSED, AND THE NEED TO PROTECT HOUSEWIVES WHO HAVE NO SEPARATE INCOME IS STRESSED. THE RULES CONCERNING THE THE SPOUSES' RESPONSIBILITY FOR SUPPORT OF THE FAMILY ARE DISCUSSED WITH REFERENCE TO THE REPORT OF THE UN COMMISSION ON THE STATUS OF WOMEN AND SCANDINAVIAN LAW.

FAMILY RESPONSIBILITIES
WOMEN'S RIGHTS

70003

MUNTS, RAYMOND
RICE, DAVID C.
WOMEN WORKERS: PROTECTION OR EQUALITY?
INDUSTRIAL AND LABOR RELATIONS REVIEW, 24 (OCTOBER, 1970), 3-13.

THIS ARTICLE EXAMINES THE ISSUES INVOLVED IN THE POSITION TAKEN BY THE EEOC THAT LAWS PROHIBITING WOMEN FROM CERTAIN OCCUPATIONS OR LIMITING THEIR HOURS OF WORK TEND TO DISCRIMINATE RATHER THAN PROTECT. THE AUTHORS SUGGEST THAT THE ADVOCATES OF EQUAL RIGHTS ARE UNAWARE OF THE RISKS INVOLVED IN LEAVING DETERMINATION OF EMPLOYMENT CONDITIONS TO THE FREE MARKET.

CIVIL RIGHTS ACT OF 1964
EEOC
PROTECTIVE LAWS

4.0, 7.1, 7.2

70004

WEISSBRODT, SYLVIA R.
CHANGES IN STATE LABOR NEWS.
MONTHLY LABOR REVIEW, 96 (JANUARY, 1973), 27-36.

THE JANUARY ISSUE OF THE MONTHLY LABOR REVIEW FEATURES CHANGES

70004

IN STATE LABOR LAWS IN THE AREAS OF OCCUPATIONAL SAFETY AND HEALTH, INDUSTRIAL RELATIONS, EMPLOYMENT DISCRIMINATION, WAGES, CHILD LABOR, AND AGRICULTURAL WORKERS.

STATE FAIR EMPLOYMENT LAWS
STATE LEGISLATION
STATE PROTECTIVE LAWS

7.1

70005

WEISSBRODT, SYLVIA R.
CHANGES IN STATE LABOR LAWS IN 1970.
MONTHLY LABOR REVIEW, 94 (JANUARY, 1971), 14-21

CHANGES IN STATE LAWS IN THE PRECEDING YEAR ARE FEATURED IN THE JANUARY ISSUE OF THE MONTHLY LABOR REVIEW. THE CHANGES THIS YEAR FOCUSED ON WAGES, INDUSTRIAL RELATIONS, WOMEN'S LAWS, EMPLOYMENT DISCRIMINATION, OCCUPATIONAL SAFETY AND HEALTH, CHILD LABOR, AND MIGRANT WORKERS.

STATE FAIR EMPLOYMENT LAWS
STATE LEGISLATION
STATE PROTECTIVE LAWS

7.1

70006

WEISSBRODT, SYLVIA R.
CHANGES IN STATE LABOR LAWS
MONTHLY LABOR REVIEW, 95 (JANUARY, 1972), 29-39.

THE JANUARY ISSUE OF THE MONTHLY LABOR REVIEW FEATURES CHANGES IN STATE LABOR LAWS IN THE AREAS OF WAGES, OCCUPATIONAL SAFETY AND HEALTH, INDUSTRIAL RELATIONS, EMPLOYMENT DISCRIMINATION, CHILD LABOR, AND WOMEN'S LAW.

STATE FAIR EMPLOYMENT LAWS
STATE LEGISLATION
STATE PROTECTIVE LAWS

7.1

70007

7.0 PUBLIC POLICY

70007

UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
HEARINGS ON UTILIZATION OF MINORITY AND WOMEN WORKERS IN CERTAIN MAJOR INDUSTRIES.
HEARINGS HELD IN HOUSTON, TEXAS, JUNE 2-4, 1970. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1971, 705P.

ONE OF A NUMBER OF FACT FINDING AND PUBLIC HEARINGS BY THE EEOC. THESE HEARINGS ARE BASED ON SURVEYS DONE BEFOREHAND TO ASCERTAIN THE EXTENT AND PECULIARITIES OF DISCRIMINATION IN A NUMBER OF CITIES. THEY INCLUDE TESTIMONY BY COMPANIES, UNIONS, EEOC PERSONNEL, COMMUNITY GROUPS, AND MINORITY INDIVIDUALS. TOPICS INCLUDE PROGRESS IN HIRING, PROMOTIONS, AND TRAINING PROGRAMS, THE STRUCTURE OF THE PROGRAMS, FUTURE PLANS, AND EXPERIENCES BY MINORITIES. STATISTICS, AND INFORMATION ON FILING A COMPLAINT IS INCLUDED.

ADVANCEMENT BARRIERS
BLACK WOMEN
DISCRIMINATION
EMPLOYER ATTITUDES
ETHNIC DIFFERENCES
MEXICAN-AMERICAN WOMEN
UNDERUTILIZATION OF WOMEN

3.2, 4.0, 5.0, 5.3, 6.4

70008

UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
HEARINGS ON UTILIZATION OF MINORITY AND WOMEN WORKERS IN CERTAIN MAJOR INDUSTRIES
HEARINGS HELD IN LOS ANGELES, CALIFORNIA, MARCH 12-14, 1969. WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1969. 712 P.

ONE OF A NUMBER OF FACT FINDING AND PUBLIC HEARINGS BY THE EEOC. THESE HEARINGS ARE BASED ON SURVEYS DONE BEFOREHAND TO ASCERTAIN THE EXTENT OF DISCRIMINATION IN A NUMBER OF CITIES. THEY INCLUDE TESTIMONY BY COMPANIES, UNIONS, EEOC PERSONNEL, COMMUNITY GROUPS, AND MINORITY INDIVIDUALS. TOPICS INCLUDE PROGRESS IN HIRING, PROMOTION, AND TRAINING PROGRAMS, THE STRUCTURE OF THE PROGRAMS, FUTURE PLANS, AND EXPERIENCES BY MINORITIES. STATISTICS, AND INFORMATION ON FILING A COMPLAINT IS INCLUDED.

ADVANCEMENT BARRIERS
BLACK WOMEN
DISCRIMINATION

7.0 PUBLIC POLICY

70008

EMPLOYER ATTITUDES
ETHNIC DIFFERENCES
MEXICAN-AMERICAN WOMEN
UNDERUTILIZATION OF WOMEN

3.2, 4.0, 5.0, 5.3, 6.4

70009

UNITED STATES PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN.
REPORT OF THE COMMITTEE ON PROTECTIVE LEGISLATION
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE,
1963, 38P.

REVIEW AND APPRAISAL OF EXISTING PROTECTIVE LABOR LEGISLATION IN THE UNITED STATES -- BOTH FEDERAL AND STATE, AS IT AFFECTS WOMEN'S EMPLOYMENT AND GENERAL STATUS. THE COMMITTEE'S FINDINGS AND RECOMMENDATIONS ARE SUMMARIZED IN SECTIONS DEALING WITH MINIMUM WAGE LAWS, HOUR LAWS AND OTHER PROTECTIVE LEGISLATION.

FEDERAL LAWS
PROTECTIVE LAWS

7.1

7.1 MAJOR FEDERAL LAWS

71001

AGE DISCRIMINATION IN EMPLOYMENT ACT
401 BNA FAIR EMPLOYMENT PRACTICES MANUAL, (1967).

THIS ACT PROHIBITS DISCRIMINATION IN EMPLOYMENT ON THE BASIS OF AGE FOR MEN AND WOMEN BETWEEN THE AGES OF 40 AND 65. IT COVERS PRIVATE EMPLOYERS WHO EMPLOY AT LEAST 25 PERSONS, EMPLOYMENT AGENCIES AND LABOR ORGANIZATIONS. WHILE IT DOES NOT SPECIFICALLY DEAL WITH SEX DISCRIMINATION, IT IS AN IMPORTANT LAW FOR WOMEN BECAUSE SO MANY WOMEN SEEK TO REJOIN THE WORK FORCE AFTER THEIR FAMILIES ARE GONE.

FEDERAL LAWS

6.3

71002

7.1 MAJOR FEDERAL LAWS

71002

EQUAL PAY ACT
PUBLIC LAW 88-38, 29 UNITED STATES COURT SECTION 206 D (1964).

THE EQUAL PAY ACT, PASSED IN 1963 AND EFFECTIVE IN 1964, WAS AN AMENDMENT TO THE FAIR LABOR STANDARDS ACT OF 1935, AND, AS SUCH, COVERED THE EMPLOYEES COVERED BY THAT ACT. IT REQUIRES WOMEN TO RECEIVE EQUAL PAY WITH MEN WHEN THEY ARE PERFORMING SUBSTANTIALLY EQUAL WORK, AND SPECIFIES THAT WAGES MUST BE RAISED, NOT LOWERED, TO BECOME EQUAL. THE EQUAL PAY ACT ITSELF WAS AMENDED BY A SECTION OF THE HIGHER EDUCATION ACT OF 1972 WHICH EXTENDED COVERAGE TO EXECUTIVE, ADMINISTRATIVE AND PROFESSIONAL EMPLOYEES AND OUTSIDE SALESPEOPLE.

EQUAL PAY ACT

71003

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION GUIDELINES ON DISCRIMINATION
29 C. F. R. CHAPTER 14 PART 1604, (1972).

PURSUANT TO ITS POWERS UNDER TITLE VII, THE EEOC ISSUES INTERPRETIVE GUIDELINES FROM TIME TO TIME. WHILE THESE GUIDELINES DO NOT HAVE THE FORCE AND EFFECT OF LAW, THEY ARE GIVEN GREAT DEFERENCE BY THE COURTS, AND, IF ADOPTED IN A COURT DECISION, DO BECOME CASE LAW. THE LATEST SET OF GUIDELINES INTERPRETING TITLE VII WERE ISSUED IN 1972 AND COVER THE FOLLOWING TOPICS: SEX AS A BONA FIDE OCCUPATIONAL QUALIFICATION, SEPARATE LINES OF PROGRESSION AND SENIORITY SYSTEMS, DISCRIMINATION AGAINST MARRIED WOMEN, JOB OPPORTUNITIES ADVERTISING, EMPLOYMENT AGENCIES, PRE-EMPLOYMENT INQUIRIES AS TO SEX, RELATIONSHIP OF TITLE VII TO THE EQUAL PAY ACT, FRINGE BENEFITS, AND EMPLOYMENT POLICIES RELATING TO PREGNANCY AND CHILDBIRTH.

EEOC GUIDELINES

71004

EQUAL RIGHTS AMENDMENT
H. J. RES. 208, 92ND CONGRESS, SECOND SESSION (1972)

THE OPERATIVE PORTION OF THIS PROPOSED AMENDMENT TO THE UNITED STATES CONSTITUTION READS: EQUALITY OF RIGHTS UNDER THE THE LAW SHALL NOT BE DENIED OR ABRIDGED BY THE UNITED STATES OR BY

7.1 MAJOR FEDERAL LAWS

71004

ANY STATE ON ACCOUNT OF SEX. THE AMENDMENT PASSED CONGRESS IN MARCH, 1972 AND WILL BECOME LAW TWO YEARS AFTER IT IS RATIFIED BY 38 STATES. THUS FAR 30 STATES HAVE RATIFIED THE AMENDMENT. ESSENTIALLY, THE AMENDMENT WILL SET UP A NEW STANDARD FOR MEASURING THE CONSTITUTIONALITY OF STATE AND FEDERAL STATUTES. THIS INCLUDES STATE AND FEDERAL STATUTES WHICH DISCRIMINATE AGAINST WOMEN IN EMPLOYMENT.

EQUAL RIGHTS AMENDMENT
CONSTITUTIONAL LAW

71005

EXECUTIVE ORDER 11375 AMENDING EXECUTIVE ORDER 11246
401 BNA FAIR EMPLOYMENT PRACTICE MANUAL 75 (1967).

IT WAS EXECUTIVE ORDER 11375, ISSUED BY PRESIDENT LYNDON JOHNSON IN 1967 AND EFFECTIVE IN 1968, WHICH ADDED SEX DISCRIMINATION IN EMPLOYMENT TO THE OTHER PROHIBITIONS IN EXECUTIVE ORDER 11246. THE EXECUTIVE ORDERS BANNED DISCRIMINATION IN EMPLOYMENT BY CONTRACTORS AND SUBCONTRACTORS AWARDED CONTRACTS WITH THE FEDERAL GOVERNMENT. THE EXECUTIVE ORDERS DO NOT HAVE THE FORCE AND EFFECT OF LAW, ARE ISSUED AND MAY BE WITHDRAWN BY THE PRESIDENT OF THE UNITED STATES AT ANY TIME. THEY NEVERTHELESS HAVE POWERFUL IMPACT ON FEDERAL CONTRACTORS BECAUSE THEY MUST BE IN COMPLIANCE WITH THE ORDERS BEFORE THEIR BIDS ARE ACCEPTED AND A CONTRACT AWARDED. THE ORDERS ARE ADMINISTERED BY THE OFFICE OF FEDERAL CONTRACTS COMPLIANCE.

OFCC
EXECUTIVE ORDERS

71006

EXECUTIVE ORDER 11478
401 BNA FAIR EMPLOYMENT PRACTICE MANUAL 87 (1969).

THIS EXECUTIVE ORDER, SIGNED BY PRESIDENT RICHARD NIXON, SUPERSEDED PART I OF EXECUTIVE ORDER 11246, WHICH DEALT WITH EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN AND MINORITIES IN THE FEDERAL GOVERNMENT. EXECUTIVE ORDER 11478 CALLS FOR AFFIRMATIVE ACTION PROGRAMS IN EACH DEPARTMENT OF THE FEDERAL GOVERMENT AND PLACES THE CIVIL SERVICE COMMISSION IN CHARGE OF REVIEW AND EVALUATION.

7.1 MAJOR FEDERAL LAWS

71006

EXECUTIVE ORDERS

5.4

71007

FOURTEENTH AMENDMENT, UNITED STATES CONSTITUTION
401 BNA FAIR EMPLOYMENT PRACTICE MANUAL 19 (1868).

THE PERTINENT CLAUSES ARE THESE: NO STATE SHALL MAKE OR ENFORCE ANY LAW WHICH SHALL ABRIDGE THE PRIVILEGES OR IMMUNITIES OF CITIZENS OF THE UNITED STATES; NOR SHALL ANY STATE DEPRIVE ANY PERSON OF LIFE, LIBERTY, OR PROPERTY, WITHOUT DUE PROCESS OF LAW; NOR DENY TO ANY PERSON WITHIN ITS JURISDICTION THE EQUAL PROTECTION OF THE LAWS. UTILIZING THIS, PARTICULARLY THE EQUAL PROTECTION CLAUSE, AND THE CIVIL RIGHTS ACT OF 1871 (WHICH AUTHORIZES SUIT AGAINST ANYONE WHO USES STATE LAWS TO DEPRIVE CITIZENS OF THEIR RIGHTS UNDER THE CONSTITUTION), WOMEN, PARTICULARLY WOMEN WHO WORK FOR STATE AND LOCAL GOVERNMENTS, ARE CHALLENGING DISCRIMINATORY LAWS, ORDINANCES AND REGULATIONS.

FOURTEENTH AMENDMENT

71008

NATIONAL LABOR RELATIONS ACT
49 STAT. 449 AS AMENDED BY 61 STAT. 136 AND 73 STAT. 519, 29 UNITED STATES COURT SECTION 151 ET SEQ. (1935).

THE NATIONAL LABOR RELATIONS ACT (NLRA) PROTECTS THE RIGHT OF INDIVIDUALS TO ORGANIZE AND JOIN LABOR UNIONS. UNDER THE ACT, IT IS AN UNFAIR LABOR PRACTICE FOR AN EMPLOYER TO INTERFERE WITH, RESTRAIN, OR COERCE EMPLOYEES IN THE EXERCISE OF THOSE RIGHTS. THERE IS A MOVEMENT TOWARD LIBERALIZING THE INTERPRETATION OF THAT SECTION SO THAT ANY OTHERWISE ILLEGAL SEX DISCRIMINATION BY AN EMPLOYER WOULD BE INTERPRETED AS AN INTERFERENCE AND RESTRAINT OF RIGHTS GUARANTEED UNDER THIS ACT. LABOR UNIONS ARE REQUIRED BY THE ACT TO CARRY OUT A DUTY OF FAIR REPRESENTATION OF ALL MEMBERS. SINCE PASSAGE OF TITLE VII, THIS HAS BEEN INTERPRETED TO MEAN THAT UNIONS MUST BARGAIN FOR EQUAL WORKING CONDITIONS FOR WOMEN AND MEN. THE ACT HAS BEEN AMENDED OVER THE YEARS. ONE NOTABLE AMENDMENT OFTEN REFERRED TO IN NATIONAL LABOR RELATIONS BOARD (NLRB) DECISIONS IS THE LABOR-MANAGEMENT RELATIONS ACT (LMRA), ALSO KNOWN AS THE TAFT-HARTLEY ACT OF 1947.

7.1 MAJOR FEDERAL LAWS

71008

LMRA

4.4

71009

OFFICE OF FEDERAL CONTRACTS COMPLIANCE
REVISED ORDER NUMBER 4
41 C. F. R. CHAPTER 60 PART 60-2 (1971)

PURSUANT TO AUTHORITY DELEGATED BY EXECUTIVE ORDER 11375, THE OFFICE OF FEDERAL CONTRACTS COMPLIANCE ISSUED REVISED ORDER NUMBER 4 MANDATING AFFIRMATIVE ACTION PROGRAMS FOR WOMEN BY NON-CONSTRUCTION CONTRACTORS. IT SPECIFIES IN DETAIL THE REQUIRED CONTENTS OF AFFIMATIVE ACTION PROGRAMS AND METHODS OF IMPLEMENTING THEM. AMONG OTHER THINGS, IT REQUIRES A UTILIZATION ANALYSIS OF THE EMPLOYER'S WOMEN EMPLOYEES TO SEE WHETHER WOMEN ARE BEING UNDERUTILIZED AND, IF SO, REQUIRES THE EMPLOYER TO ESTABLISH GOALS AND TIMETABLES FOR REMEDYING UNDERUTILIZATION.

EXECUTIVE ORDERS
AFFIRMATIVE ACTION

71010

OFFICE OF FEDERAL CONTRACTS COMPLIANCE SEX DISCRIMINATION GUIDELINES
41 C. F. R. CHAPTER 60 PART 60-20 (1970)

PURSUANT TO POWER DELEGATED BY EXECUTIVE ORDER 11375, THE OFFICE OF FEDERAL CONTRACTS COMPLIANCE ISSUED GUIDELINES FOR THE BENEFIT OF FEDERAL CONTRACTORS. WHILE THE GUIDELINES ARE NOT LAWS, IN THIS CASE THEY ARE A CONDITION OF RECEIVING A CONTRACT WITH THE FEDERAL GOVERNMENT AND THUS CARRY GREAT WEIGHT. THESE GUIDELINES COVER THE FOLLOWING TOPICS: RECRUITMENT AND ADVERTISEMENT, JOB POLICIES AND PRACTICES, SENIORITY SYSTEMS AND DISCRIMINATORY WAGES. THEY SPECIFY THAT THE CONTRACTOR MUST DEVELOP AN AFFIRMATIVE ACTION PROGRAM TO REMEDY ANY UNDERUTILIZATION OF WOMEN, BUT DO NOT COVER THAT TOPIC IN DETAIL.

OFCC
EXECUTIVE ORDERS

7.1 MAJOR FEDERAL LAWS

71011

TITLE VII, CIVIL RIGHTS ACT OF 1964
78 STAT. 265, 42 UNITED STATES COURT SECTION 2000 ET SEQ. (1964).

AS AMENDED BY THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972. TITLE VII PROHIBITS EMPLOYMENT DISCRIMINATION ON ACCOUNT OF SEX BY PRIVATE EMPLOYERS, LABOR ORGANIZATIONS, EMPLOYMENT AGENCIES, EDUCATIONAL INSTITUTIONS AND STATE AND LOCAL GOVERNMENTS WHICH EMPLOY 15 OR MORE PERSONS. THE ACT IS ADMINISTERED BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC), WHICH MAY BRING SUIT IN FEDERAL COURT ON BEHALF OF THE EMPLOYEE. ALL FORMS OF DISCRIMINATION IN EMPLOYMENT ON ACCOUNT OF SEX ARE PROHIBITED UNLESS SEX IS A BONA FIDE OCCUPATIONAL QUALIFICATION REASONABLY NECESSARY TO THE NORMAL OPERATION OF THE BUSINESS.

EEOC
BFOQ EXEMPTION

7.2 RECENT EEOC DECISIONS

72001

EEOC DECISION NUMBER AU68-10-209E
JULY 24,1968

THE COMMISSION FOUND THAT TITLE VII PROHIBITS STEREOTYPED CHARACTERIZATION OF THE SEXES WHICH PRECLUDES CONSIDERATION OF INDIVIDUAL CAPACITIES AS TO PHYSICAL STRENGTH AND PATICULAR JOB REQUIREMENTS. THE IMPORTANCE OF THIS DECISION IS THAT IT WAS CITED BY THE COURT OF APPEALS IN REVERSING AN EARLIER UNFAVORABLE DECISION IN BOWE VERSUS COLGATE-PALMOLIVE COMPANY THEN BECAME A LANDMARK CASE ESTABLISHING EQUAL OPPORTUNITY FOR WOMEN UNDER TITLE VII.

TITLE VII
SEX-ROLE STEREOTYPES
EMPLOYER RULES
WEIGHTLIFTING RESTRICTIONS

5.6

72002

EEOC DECISION NUMBER 71-0077
2 FEP CAS. 868 (JULY 17, 1970)

7.2 RECENT EEOC DECISIONS

72002

A LAS VEGAS CASINO WAS FOUND IN VIOLATION OF TITLE VII FOR REFUSING A WOMAN A JOB AS A 21 DEALER. THE COMMISSION RULED THAT, IN ORDER TO ESTABLISH A BFOQ EXEMPTION, THE EMPLOYER MUST SHOW REASONABLE CAUSE TO BELIEVE THAT ALL OR SUBSTANTIALLY ALL WOMEN COULD NOT PERFORM THE JOB SAFELY OR EFFICIENTLY. IN THIS CASE, THE EMPLOYER HIRED WOMEN DEALERS AT ITS CASINO IN ANOTHER CITY SO SUCH PROOF WAS IMPOSSIBLE. THE COMMISSION HELD A LAS VEGAS CITY RESOLUTION THAT PROHIBITED THE ISSUANCE OF CARD DEALING PERMITS TO WOMEN TO BE NO DEFENSE TO A CHARGE OF UNLAWFUL DISCRIMINATION.

BFOQ EXEMPTION
TITLE VII

5.6

2003

EEOC DECISION NUMBER 71-0332
2 FEP CAS. 1016 (SEPTEMBER 28, 1970)

THE COMMISSION FOUND A TELEPHONE COMPANY'S DENIAL OF A JOB AS A TELEPHONE OPERATOR TO AN UNWED MOTHER WAS VIOLATIVE OF TITLE VII. THE EMPLOYER OFFERED NO EVIDENCE OF BUSINESS NECESSITY WHICH COULD JUSTIFY THE DISCRIMINATORY EFFECT OF THIS POLICY. THE COMMISSION ALSO HELD THE EMPLOYER'S POLICY HAD A DISCRIMINATORY EFFECT ON BLACKS AS A CLASS, SINCE A LARGE MAJORITY OF ILLEGITIMATE BIRTHS OCCURRED AMONG THE BLACK POPULATION OF THE COUNTY WHERE THE COMPANY WAS LOCATED.

TITLE VII

4.5, 5.5, 6.4

72004

EEOC DECISION NUMBER 71-0562
3FEP CAS. 233 (DECEMBER 4, 1970)

WHEN A MAN WITH LESS SENIORITY THAN THE WOMAN COMPLAINANT RECEIVED A TEMPORARY PROMOTION FROM CLERK TO LAB TECHNICIAN, THE COMMISSION FOUND THE EMPLOYER WAS MAINTAINING A POLICY OF REFUSING TO CONSIDER WOMEN, AS A CLASS, FOR THE JOB. THIS, IT FOUND, WAS IN VIOLATION OF TITLE VII SINCE THE EMPLOYER INTRODUCED NO EVIDENCE THAT WOMEN AS A CLASS COULD NOT PERFORM THE DUTIES INVOLVED. THE COMMISSION ALSO FOUND CERTAIN ASPECTS OF THE COMPANY'S MATERNITY LEAVE AND RETIREMENT POLICIES TO BE IN VIOLATION OF TITLE VII.

7.2 RECENT EEOC DECISIONS

72004

TITLE VII
BFOQ EXEMPTION
MATERNITY LEAVE
RETIREMENT PLANS
SENIORITY LISTS

5.5

72005

EEOC DECISION NUMBER 71-0687
3 FEP CAS. 262 (DECEMBER 16, 1970)

A MALE EMPLOYEE WITH LESS SENIORITY THAN THE WOMAN COMPLAINANT WAS GIVEN A JOB SHE WAS DENIED BECAUSE IT WAS CLASSIFIED MALE. BOTH THE UNION COLLECTIVE BARGAINING AGREEMENT CLASSIFYING THE JOB AND A STATE LAW PROHIBITING WOMEN FROM WORKING AFTER MIDNIGHT WERE FOUND TO BE NO DEFENSE TO A CHARGE OF UNLAWFUL DESCRIMINATION.

BFOQ EXEMPTION
TITLE VII
SENIORITY LISTS
UNIONS
PROTECTIVE LAWS

4.4,5.6

72006

EEOC DECISION NUMBER 71-1062
3 FEP CAS. 270 (DECEMBER 30,1970)

AN EMPLOYER REFUSED TO CONSIDER A WOMAN FOR A JOB WHICH REQUIRED LIFTING WEIGHTS IN EXCESS OF FIFTY POUNDS BECAUSE OF A STATE LAW PROHIBITING SUCH LIFTING. THE COMMISSION HELD THE STATE LAW WAS NO DEFENSE TO THE CHARGE OF UNLAWFUL DISCRIMINATION. THE THE COMMISSION ALSO DISCOVERED THE EMPLOYER KEPT JOB CLASSIFICATIONS AND SENIORITY LISTS THAT VIOLATED TITLE VII.

TITLE VII
PROTECTIVE LAWS
SENIORITY LISTS

5.6

7.2 RECENT EEOC DECISIONS

72007

EEOC DECISION NUMBER 71-1332
3 FEP CAS. 489 (MARCH 2, 1971)

THE CASE INVOLVED DISCRIMINATORY PHYSICAL EXAMINATIONS AND DE FACTO WEIGHTLIFTING RESTRICTIONS WHICH WERE USED TO ELIMINATE WOMEN CANDIDATES FOR EMPLOYMENT. THE IMPORTANCE OF THE CASE IS IN STANDARDS FORMULATED FOR DETERMINING THE EXISTENCE OF SEX DISCRIMINATION. SEX DISCRIMINATION MAY BE FOUND WHEN: 1) AN EMPLOYER'S ALLOCATION OF WORK RESPONSIBILITIES HAS A SIGNIFICANT ADVERSE IMPACT UPON THE EMPLOYMENT OF WOMEN, AND 2) THERE IS A REASONABLE ALTERNATIVE WHICH WOULD REDUCE THE DISPROPORTIONATE EXCLUSION OF WOMEN WHICH THE EMPLOYER COULD USE BUT ISN'T.

TITLE VII
WEIGHTLIFTING RESTRICTIONS

5.6

72008

EEOC DECISION NUMBER 71-1386
3 FEP CAS. 492 (MARCH 11, 1971)

THE COMMISSION FOUND A STATE STATUTE LIMITING THE NUMBER OF HOURS A WOMAN MAY WORK PER WEEK AND PER SHIFT WAS NO DEFENSE TO A CHARGE OF UNLAWFUL DISCRIMINATION AGAINST AN EMPLOYER.

TITLE VII
PROTECTIVE LAWS

5.5

72009

EEOC DECISION NUMBER 71-1545
CCH EMPLOYER PRACTICES GUIDE, PARAGRAPH 6261 (MARCH 30, 1971)

THE COMMISSION FOUND DISCRIMINATION WHEN THE EMPLOYER DID NOTHING TO STOP HARASSMENT OF THE WOMAN COMPLAINANT BY HER FOREMAN, WHO TOLD HER SHE COULD STAY ON HER JOB ONLY IF SHE STOPPED PESTERING FOR EQUAL RIGHTS. THE COMMISSION HELD THAT THIS AMOUNTED TO AN UNLAWFUL CONSTRUCTIVE DISCHARGE BY MAKING THE WOMAN CHOOSE BETWEEN HER CIVIL RIGHTS AND HER JOB.

TITLE VII

4.5

7.2 RECENT EEOC DECISIONS

72010

EEOC DECISION NUMBER 71-2114
4 FEP CAS. 19 (JUNE 19, 1971)

THE EMPLOYER REFUSED TO PROMOTE WOMEN INTO FULL-TIME CLERK'S POSITIONS BUT CITED A STATE WEIGHT-LIFTING LAW AS A DEFENSE BECAUSE THE FULL-TIME JOBS REQUIRED CARYING GROCERIES AND UNLOADING TRUCKS. THE COMMISSION REFUSED TO ALLOW THE STATE LAW AS A DEFENSE AND SAID THE EMPLOYER MUST MEET THE BURDEN OF ESTABLISHING A BFOQ EXEMPTION BY SHOWING THAT ALL OR ALMOST ALL WOMEN COULD NOT PERFORM THE DUTIES REQUIRED.

TITLE VII
PROTECTIVE LAWS
BFOQ EXEMPTION

5.5

72011

EEOC DECISION NUMBER 71-2410
4 FEP CASE 17 (JUNE 5, 1971)

THE COMMISSION FOUND THE PRACTICE OF EXCLUDING ALL MALE NURSES FROM EMPLOYMENT AT A CONVALESCENT HOME FOR SENIOR CITIZENS VIOLATIVE OF TITLE VII. A PATIENT PREFERENCE FOR FEMALE NURSES WAS NOT A VALID BFOQ BECAUSE THE EMPLOYER DID NOT SHOW THAT SUCH PREFERENCE MADE IT IMPOSSIBLE FOR ALL OR NEARLY ALL MALE NURSES TO PERFORM THE ESSENTIAL ELEMENTS OF THE NURSING PROFESSION.

TITLE VII
BFOQ EXEMPTION
OCCUPATIONAL SEGREGATION

5.5

72012

EEOC DECISION NUMBER 71-2613
4 FEP CAS. 22 (JUNE 22, 1971)

THE COMMISSION FOUND SEX DISCRIMINATION WHEN AN EMPLOYER REFUSED TO HIRE A WOMAN AS A TRAVELING SALES PERSON PARTLY ON THE GROUNDS THAT HER HUSBAND HAD BEEN ILL OFF AND ON FOR SEVERAL YEARS. THE COMMISSION FELT THE EMPLOYER WAS INFLUENCED BY A STEREOTYPED VIEW OF THE FAMILY RESPONSIBILITIES OF WOMEN, AND THAT THEY WOULD NOT HAVE DISQUALIFIED A MAN WITH A SICK WIFE. THE COMMISSION ACCEPTED AS EVIDENTIARY SUPPORT FOR THE CLAIM OF SEX DISCRIMINATION PROOF THAT

7.2 RECENT EEOC DECISIONS

72012

THE COMPANY EMPLOYED NO TRAVELING SALES WOMEN.

TITLE VII
SEX-ROLE STEREOTYPES
STATISTICAL PROBABILITY TEST

4.5, 5.5

72013

EEOC DECISION NUMBER 71-2643
4 FEP CAS. 66 (JUNE 25, 1971)

THE COMMISSION INVALIDATED AN EMPLOYER'S MINIMUM HEIGHT REQUIREMENT OF FIVE FEET SEVEN INCHES ON THE GROUND THAT IT HAD A SUBSTANTIAL DISPROPORTIONATE EFFECT ON WOMEN AS A CLASS THAT WAS NOT JUSTIFIED BY BUSINESS NECESSITY. SAID THE COMMISSION: BUSINESS CONVENIENCE MAY NOT BE EQUATED WITH BUSINESS NECESSITY WITHIN THE BFOQ EXEMPTION.

TITLE VII
BFOQ EXEMPTION
EMPLOYER RULES

4.5

72014

EEOC DECISION NUMBER 71-2725
4 FEP CAS. 26 (JUNE 30, 1971)

THE COMMISSION FOUND A VIOLATION OF TITLE VII WHEN AN EMPLOYER DEMOTED A WOMAN THREE DAYS AFTER HER PROMOTION KNOWING THAT THE REASON SHE COULD NOT ADEQUATELY PERFOM THE JOB WAS THAT MALE WORKERS HARASSED HER AND REFUSED TO HELP HER LEARN THE NEW JOB, WHICH REQUIRED TEAMWORK. SAID THE COMMISSION, TITLE VII REQUIRES AN EMPLOYER TO MAINTAIN A WORKING ENVIRONMENT FREE OF SEX-BASED INTIMIDATION - THAT REQUIREMENT INCLUDES POSITIVE ACTION WHERE POSITIVE ACTION IS NECESSARY TO REDRESS OR ELIMINATE EMPLOYEE INTIMIDATION.

TITLE VII
EMPLOYER ATTITUDES

4.5, 5.6

7.2 RECENT EEOC DECISIONS

72015

EEOC DECISION NUMBER 72-0037
4 FEP CAS. 263 (JULY 7, 1971)

IN A TITLE VII ACTION BY A WOMAN APPLICANT DENIED THE POSITION OF RESIDENT APARTMENT MANAGER BECAUSE OF THE EMPLOYER'S POLICY OF HIRING ONLY MARRIED COUPLES, THE COMMISSION FOUND THAT WHILE THE EMPLOYER SUCCESSFULLY DEMONSTRATED THAT THE JOB REQUIRED TWO INDIVIDUALS, HE WAS DISCRIMINATING AGAINST POTENTIAL APPLICANTS OF BOTH SEXES WHO MAY APPLY IN PAIRS OF PERSONS OF THE SAME SEX BY REQUIRING THE JOB TO BE FILLED BY A MARRIED COUPLE.

TITLE VII
EMPLOYER RULES

5.5

72016

EEOC DECISION NUMBER 72-0066
2 CCH EMPLOYER PRACTICES GUIDE PARAGRAPH 6296 (JULY 7, 1971)

A NEWSPAPER DENIED A WOMAN A POSITION AS OUTSIDE CLASSIFIED SALESMAN ON THE GROUNDS THAT THE JOB WAS TOO DANGEROUS FOR WOMEN AND THAT WOMEN WERE LESS STABLE AND HAD POORER ATTENDANCE RECORDS THAN MEN. THE COMMISSION HELD THE EMPLOYER'S STATEMENTS TO BE WITHOUT FACTUAL OR LEGAL BASIS AND CONCLUDED THE EMPLOYER HAD VIOLATED TITLE VII. THE NEWSPAPER'S POLICY OF PUBLISHING ADS FOR ADVERTISING TRAINEE ACCOMPANIED BY THE STATEMENT 'CAREER MINDED MEN WILL BE INTERVIEWED' WAS ANOTHER VIOLATION OF THE ACT.

TITLE VII
EMPLOYER ATTITUDES
SEX-ROLE STEREOTYPES
HELP-WANTED ADVERTISING

4.5,5.5

72017

EEOC DECISION NUMBER 72-0157
4 FEP CAS. 255 (JULY 20, 1971)

THE COMMISSION FOUND AN EMPLOYMENT AGENCY IN VIOLATION OF TITLE VII FOR REFUSING TO REFER A WOMAN APPLICANT FOR THE POSITION OF PERSONNEL TRAINEE THAT HAD BEEN ADVERTISED AT THE INSISTENCE OF THE EMPLOYER UNDER THE HEADING 'MEN'S EMPLOYMENT AGENCIES'. THE AGENCY ALSO VIOLATED TITLE VII BECAUSE OF ITS PRACTICE OF

7.2 RECENT EEOC DECISIONS

72017

ASSIGNING COUNSELORS TO WORK EXCLUSIVELY WITH ONE SEX OR THE OTHER AND TO REFER THEM TO JOBS TRADITIONALLY HELD BY THAT SEX.

TITLE VII
EMPLOYMENT AGENCIES
SEX-ROLE STEREOTYPES

5.0, 5.5

72018

EEOC DECISION NUMBER 72-0561
4 FEP CAS. 309, (DECEMBER 20, 1971)

THE COMMISSION FOUND A VIOLATION OF TITLE VII WHEN AN EMPLOYER ASSIGNED WOMEN TO JOBS HE KNEW THEY WOULD BE UNABLE TO PERFORM AND THEN DISCHARGED THEM. THE EEOC HAD PREVIOUSLY ORDERED THE EMPLOYER TO RECRUIT WOMEN VIGOROUSLY TO MAKE UP FOR ITS PAST UNLAWFUL PRACTICES OF EXCLUDING WOMEN FROM PRODUCTION EMPLOYMENT.

TITLE VII
EMPLOYER ATTITUDES

5.6

72019

EEOC DECISION NUMBER 72-0591
4 FEP CAS. 309 (DECEMBER 21, 1971)

WHEN A WOMAN WAS DENIED A SALES POSITION , THE COMMISSION FOUND A VIOLATION OF TITLE VII, RULING THAT SEX IS NOT A BFOQ FOR SALES POSITIONS. THE IMPORTANT ASPECT OF THIS CASE WAS THAT THE COMMISSION USED STATISTICS TO SHOW AN OVERALL PATTERN OF SEX DISCRIMINATION IN THE EMPLOYER'S HIRING PRACTICE AND THEN INFERRED DISCRIMINATION IN THIS CASE FROM THAT PATTERN. THE COMMISSION FOUND, FOR EXAMPLE, THAT IN 1969 AND 1970 THE COMPANY EMPLOYED NO WOMEN AMONG ITS 2,800 SALES PERSONS.

TITLE VII
STATISTICAL PROBABILITY TEST

5.5

72020

EEOC DECISION NUMBER 72-0644

7.2 RECENT EEOC DECISIONS

72020

4 FEP CA. 440 (DECEMBER 23, 1971)

THE COMMISSION FOUND THAT THE PREFERENCE OF TRUCK DRIVER'S WIVES THAT THEIR HUSBANDS NOT SHARE DRIVING ASSIGNMENTS WITH A WOMAN WAS NOT A VALID BUSINESS JUSTIFICATION FOR SEX DISCRIMINATION. THE EMPLOYER MUST BE LIMITED TO PRESCRIBING REASONABLE STANDARDS FOR ON-THE-ROAD CONDUCT APPLICABLE TO BOTH MALE AND FEMALE DRIVERS.

TITLE VII
PUBLIC PREFERENCE

5.6

72021

EEOC DECISION NUMBER 72-0704
4 FEP CAS. 316 (DECEMBER 27, 1971)

THE COMMISSION FOUND THAT REASONABLE CAUSE EXISTED TO BELIEVE THAT THE EMPLOYER HAD VIOLATED TITLE VII IN FOUR WAYS: BY INDICATING A PREFERENCE FOR MALE APPLICANTS IN NEWSPAPER ADVERTISEMENTS; BY MAINTAINING A POLICY OF EXCLUDING WOMEN AS A CLASS FROM JOBS AS SALES REPRESENTATIVES; BY AUTHORIZING THE INTERVIEWER TO STATE TO WOMEN APPLICANTS THAT ADVERTISED POSITIONS WERE UNSUITABLE FOR WOMEN; AND BY REFUSING TO HIRE THE APPLICANT BECAUSE OF HER SEX.

TITLE VII
HELP-WANTED ADVERTISING
EMPLOYER RULES
EMPLOYER ATTITUDES

4.5, 5.5

72022

EEOC DECISION NUMBER 72-072
4 FEP CAS. 439 (DECEMBER 27, 1971)

IN A CLASS ACTION, THE COMMISSION FOUND THAT A BANK VIOLATED TITLE VII WHEN IT DENIED A WOMAN A PROMOTION TO TRUST OFFICER AND ALSO BY THE EXCLUSION OF WOMEN AS A CLASS FROM A TRUST OFFICER TRAINING PROGRAM. THE COMMISSIONER INFERRED THE EMPLOYER'S ACTION WAS BASED AT LEAST PARTIALLY ON PREJUDICE AGAINST THE ABILITY OF FEMALES TO SUPERVISE OTHER FEMALES.

TITLE VII
EMPLOYER ATTITUDES

7.2 RECENT EEOC DECISIONS

72022

SEX-ROLE STEREOTYPES

4.5, 5.3

72023

EEOC DECISION NUMBER 72-0996
4 FEP CAS. 480 (FEBRUARY 8, 1972)

UNVALIDATED WRITTEN TESTS FOR JOBS WERE FOUND BY THE COMMISSION TO BE IN VIOLATION OF TITLE VII. THE COMMISSION ALSO FOUND THAT THE EMPLOYER VIOLATED THE ACT BY EXCLUDING WOMEN FROM OUTSIDE CLAIMS JOBS SINCE, AS A MATTER OF LAW, SEX IS NOT A BFOQ FOR SUCH AN OCCUPATION.

TITLE VII
BFOQ EXEMPTION
PRE-EMPLOYMENT TESTS

5.5

72024

EEOC DECISION NUMBER 72-1008
4 FEP CAS. 482 (FEBRUARY 8, 1972)

STATE LEGISLATION WHICH LIMITED WEIGHTS TO BE LIFTED BY WOMEN WAS RULED DISCRIMINATORY UNDER TITLE VII.

TITLE VII
PROTECTIVE LAWS

5.6

72025

EEOC DECISION NUMBER 72-1300
4 FEP CAS. 713 (MARCH 8, 1972)

THE COMMISSION REFUSED TO DISMISS THE CASE WHEN A WOMAN FLIGHT SUPERVISOR CHARGED BOTH HER EMPLOYER AND UNION WITH VIOLATION OF TITLE VII AFTER SHE LOST HER JOB WHEN SHE MARRIED. SHE ALSO ALLEGED THE EMPLOYER MAINTAINED SEX-SEGREGATED JOB CLASSIFICATIONS. IN APRIL, 1972, THE EEOC ISSUED REGULATIONS PROHIBITING DISCRIMINATORY PRACTICES BASED UPON MARITAL STATUS.

TITLE VII

7.2 RECENT EEOC DECISIONS

72025

EMPLOYER RULES

5.5

72026

EEOC DECISION NUMBER 72-1561
4 FEP CAS. 852 (MAY 12, 1972)

IN AN INVESTIGATION INITIATED FOR OTHER REASONS, THE COMMISSION USED STATISTICAL PROBABILITIES TO INFER A PATTERN AND PRACTICE OF DISCRIMINATION AGAINST WOMEN. THE COMMISSION ALSO REJECTED THE EMPLOYER'S DEFENSE THAT STATE LAW PROHIBITED WOMEN FROM WORKING AT JOBS THAT REQUIRED LIFTING 25 POUNDS OR MORE.

TITLE VII
STATISTICAL PROBABILITY TEST
PROTECTIVE LAWS

5.6

72027

EEOC DECISION NUMBER 72-2041
CASE NUMBER YCHI-409, (JUNE 12, 1972)

ACTING ON A COMPLAINT FILED BY THE WOMEN'S CAUCUS OF THE UNIVERSITY OF CHICAGO LAW SCHOOL, THE COMMISSION FOUND THAT A LAW SCHOOL'S PLACEMENT SERVICE IS AN EMPLOYMENT AGENCY WITHIN THE JURISDICTION OF TITLE VII, AND HELD THAT AN EMPLOYMENT AGENCY HAS AN AFFIRMATIVE DUTY TO PREVENT DISCRIMINATION BY EMPLOYERS USING ITS FACILITIES. WRITING LETTERS TO THE OFFENDING EMPLOYERS WAS NOT SUFFICIENT, SINCE GOOD FAITH EFFORTS TO END PAST DISCRIMINATION ARE JUDGED UNDER TITLE VII BY THEIR EFFECT.

TITLE VII
EMPLOYMENT AGENCIES
AFFIRMATIVE ACTION

5.1, 5.2

72028

EEOC DECISION NUMBER 72-0386
CCH EMPLOYER PRACTICES GUIDE PARAGRAPH 6295 (JULY 24, 1971)

THE COMMISSION FOUND THAT AN EMPLOYER VIOLATED TITLE VII

7.2 RECENT EEOC DECISIONS

72028

BY ASKING WOMEN JOB APPLICANTS QUESTIONS ABOUT CHILD CARE PROBLEMS WHILE NOT ASKING MALE APPLICANTS THE SAME QUESTIONS.

TITLE VII
EMPLOYER ATTITUDES

5.6

7.3 SIGNIFICANT COURT DECISIONS

73001

BOWE VERSUS COLGATE-PALMOLIVE COMPANY
416 F. 2D 711 (1969)

THIS LANDMARK TITLE VII CASE ESTABLISHED THE PRECEDENT THAT WOMEN AS A CLASS MAY NOT BE EXCLUDED FROM JOBS BY AN EMPLOYER-IMPOSED WEIGHTLIFTING RESTRICTION. THE EMPLOYER MAY SET UP A WEIGHTLIFTING LIMIT ONLY IF IT IS APPLIED EQUALLY TO MEN AND WOMEN ALIKE, AND ONLY IF EACH WORKER IS AFFORDED AN OPPORTUNITY TO DEMONSTRATE HIS OR HER ABILITY TO PERFORM MORE STRENUOUS JOBS. DIVIDING JOBS INTO CATEGORIES OF HEAVY TASK AND LIGHT TASK IS NOT PERMISSIBLE IF ITS EFFECT IS TO CONTINUE PRIOR DISCRIMINATION AGAINST WOMEN.

TITLE VII
EMPLOYER RULES
WEIGHTLIFTING RESTRICTIONS

5.6

73002

BRADWELL VERSUS THE STATE
16 WALL. 130 (1872)

IN THIS CASE OF HISTORIC INTEREST THE UNITED STATES SUPREME COURT HELD, THAT BASED ON THE PRIVILEGES AND IMMUNITIES CLAUSE (NOT THE EQUAL PROTECTION CLAUSE) OF THE FOURTEENTH AMENDMENT, WOMEN COULD CONSTITUTIONALLY BE DENIED A LICENSE TO PRACTICE LAW ON THE MERE GROUNDS OF THEIR SEX.

FOURTEENTH AMENDMENT

4.5, 5.1

7.3 SIGNIFICANT COURT DECISIONS

73003

CATERPILLAR TRACTOR COMPANY VERSUS GRABIEC
317 F. SUPPLEMENT 1304 (1970).

HOURS RESTRICTIONS IMPOSED UPON WOMEN BY THE ILLINOIS FEMALE EMPLOYMENT ACT WERE DECLARED INCONSISTENT WITH TITLE VII. PLAINTIFFS WERE EMPLOYERS WHO CONTENDED THAT THE STATE PROTECTIVE LAWS PREVENTED THEM FROM PROMOTING OR ASSIGNING WOMEN EMPLOYEES TO JOBS REQUIRING OVERTIME.

TITLE VII
PROTECTIVE LAWS

5.6

73004

CHEATWOOD VERSUS SOUTH CENTRAL BELL TELEPHONE AND TELEGRAPH COMPANY.
303 F. SUPPLEMENT 754 (1969)

THE RULE OF THIS CASE DETERMINED THAT SEX WAS NOT A BFOQ FOR A JOB REQUIRING THE LIFTING OF 60-90 POUNDS, EVEN THOUGH ON THE AVERAGE MEN CAN PERFORM THESE TASKS SOMEWHAT MORE EFFICIENTLY AND PERHAPS MORE SAFELY THAN WOMEN. TO RULE OTHERWISE, THE COURT SAID, WOULD RESULT IN THE BONA FIDE OCCUPATIONAL EXCEPTION SWALLOWING THE RULE AGAINST DISCRIMINATION.

TITLE VII
BFOQ EXEMPTION
WEIGHTLIFTING RESTRICTIONS

5.6

73005

COOPER VERSUS DELTA AIRLINES
274 F. SUPPLEMENT 781 (1967)

THIS EARLY CASE INVOLVING A STEWARDESS' RIGHT TO REMAIN ON HER JOB AFTER MARRIAGE IS NOTABLE AS AN EXAMPLE OF THE SLOWNESS WITH WHICH THE COURTS ACCEPTED THE INCLUSION OF SEX IN TITLE VII. REJECTING THE WOMAN'S CLAIM THAT HER TERMINATION UPON MARRIAGE WAS A VIOLATION OF TITLE VII, THE TRIAL JUDGE REMARKED THAT THE ADDITION OF SEX TO THE PROHIBITION AGAINST DISCRIMINATION BASED ON RACE, RELIGION, OR NATIONAL ORIGIN JUST SORT OF FOUND ITS WAY INTO THE ... BILL, (AND SHOULD NOT BE TAKEN SERIOUSLY.) THIS VIEW AND THE RULING IN THE CASE NO LONGER REPRESENT CURRENT JUDICIAL THOUGHT. (SEE SPROGIS VERSUS UNITED AIRLINES ANNOTATED HEREIN.)

7.3 SIGNIFICANT COURT DECISIONS

73005

TITLE VII
EMPLOYER RULES
JUDICIAL ATTITUDES

4.5, 5.5

73006

GENERAL ELECTRIC COMPANY VERSUS HUGHES
3 CCH EMPLOYER PRACTICES GUIDE PARAGRAPH 8245 (1971)

IN THIS CASE, THE EMPLOYER FOUND ITSELF CAUGHT BETWEEN TITLE VII AND THE STATE PROTECTIVE LAWS AND BROUGHT SUIT FOR A DECLARATORY JUDGMENT. THE COURT ISSUED A PRELIMINARY DECREE ENJOINING THE OHIO DEPARTMENT OF INDUSTRIAL RELATIONS AND THE ATTORNEY GENERAL FROM ENFORCING STATE EMPLOYMENT LAWS AFFECTING WOMEN ONLY.

TITLE VII
PROTECTIVE LAWS

73007

GOESART VERSUS CLEARY
335 U.S. 464 (1948)

APPLYING THE OLD RATIONAL RELATIONSHIP TEST, THIS EARLY DECISION FOUND IT WAS NOT A VIOLATION OF THE FOURTEENTH AMENDMENT'S EQUAL PROTECTION CLAUSE FOR THE STATE OF MICHIGAN TO PROHIBIT WOMEN, WHO WERE NOT THE WIVES OR DAUGHTERS OF MALE OWNERS OF LIQUOR ESTABLISHMENTS, TO ACT AS BARTENDERS. THIS WAS A LANDMARK CASE AND OFTEN CITED AS PRECEDENT UNTIL THE RECENT CALIFORNIA RULING OF SAIL'ER INN, INCORPORATED VERSUS KIRBY

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
PROTECTIVE LAWS

5.5

73008

SCHULTZ VERSUS BROOKHOWEN GENERAL HOSPITAL
305 F. SUPPLEMENT 424, (1969)

THE COURT HELD THAT THE TRADITIONALLY ALL-MALE JOB OF ORDERLY IN A

73008

HOSPITAL IS EQUAL TO THE ALL FEMALE JOB OF NURSE'S AIDE. COURTS ELSEWHERE HAVE FOLLOWED THIS PRECEDENT WITH THE RESULT THAT HOSPITALS IN MANY PARTS OF THE UNITED STATES HAVE BEGUN PAYING THEIR NURSE'S AIDES AT A RATE EQUAL TO THAT OF THEIR ORDERLIES.

EQUAL PAY ACT

5.6

73009

HODGSON VERSUS SAGNER
326 F. SUPPLEMENT 371 (1971)

IN THIS CASE, BOTH THE UNION AND EMPLOYER WERE FOUND GUILTY OF VIOLATING THE EQUAL PAY ACT WHEN THE UNION PERSUADED THE EMPLOYER TO DISTRIBUTE BACK WAGES DUE THE WOMEN UNDER THE EQUAL PAY ACT IN THIS MANNER: ONE-QUARTER OF THE TOTAL TO THE WOMEN, THREE QUARTERS TO THE MALE EMPLOYEES (WHO WERE DUE NOTHING). THE UNION'S ARGUMENT WAS TO PAY THE WOMEN THE MONEY DUE THEM WOULD CAUSE UNREST AMONG THE MEN.

EQUAL PAY ACT
UNIONS

4.4, 5.6

73011

SOCHNER VERSUS NEW-YORK
198 U.S. 45 (1905)

THIS EARLY PROTECTIVE LAW CASE SET THE STAGE FOR MULLER VERSUS OREGON THREE YEARS LATER BY INVALIDATING A NEW YORK LAW PROVIDING THAT NO WORKER, MALE OR FEMALE, COULD WORK IN A BAKERY MORE THAN TEN HOURS A DAY OR 60 HOURS A WEEK. THE LAW WAS NOT, SAID THE COURT, A LEGITIMATE EXERCISE OF THE POLICE POWER OF THE STATE, BUT AN UNREASONABLE, UNNECESSARY, AND ARBITRARY INTERFERENCE WITH THE RIGHT AND LIBERTY OF THE INDIVIDUAL TO CONTRACT IN RELATION TO HIS LABOR, AND AS SUCH WAS IN CONFLICT WITH, AND VOID UNDER THE FEDERAL CONSTITUTION.

CONSTITUTIONAL LAW
PROTECTIVE LAWS

5.6

7.3 SIGNIFICANT COURT DECISIONS

73012

MC CRIMMON VERSUS DALEY
418 F. 2D 366 (1970)

THE COURT HELD VOID A CHICAGO ORDINANCE PROHIBITING WOMEN FROM TENDING BAR. IT RELIED BOTH ON THE FOURTEENTH AMENDMENT AND ON TITLE VII. THE COURT USED THE RATIONAL RELATIONSHIP TEST TO MEASURE THE CONSTITUTIONALITY OF THE ORDINANCE AND FOUND IT DIDN'T EVEN MEET THAT - NO RATIONAL RELATIONSHIP EXISTED BETWEEN THE POLICE POWER OF THE STATE AND THE PURPOSE OF THE ORDINANCE AS TO TITLE VII, THE COURT DECLARED THAT SEX WAS NOT A BFOQ REASONABLY NECESSARY TO THE NORMAL DUTIES OF TENDING BAR IN CHICAGO.

TITLE VII
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
PROTECTIVE LAWS
BFOQ EXEMPTION

5.5

73013

GARNEAU VERSUS RAYTHEON COMPANY
323 F. SUPP 391 (1971)

THE EMPLOYER WAS FOUND IN VIOLATION OF TITLE VII BECAUSE HE REFUSED TO PROVIDE WOMEN THE SAME OVERTIME OPPORTUNITIES AS THE MEN RECEIVED. THIS RESULTED IN WOMEN BEING DENIED PROMOTIONS TO HIGHER GRADE JOBS BECAUSE THE JOBS REQUIRED OVERTIME WORK. THE COURT REFUSED THE EMPLOYER'S DEFENSE THAT STATE PROTECTIVE LAWS REQUIRED HIS ACTION AND HELD INVALID THE MASSACHUSETTS LAW PROHIBITING WOMEN FROM WORKING LONGER THAN NINE HOURS A DAY.

TITLE VII
STATE PROTECTIVE LAWS

5.6

73014

HODGSON VERSUS DAISY MFG COMPANY
317 F. SUPP. 538 (1970)

IN DETERMINING WHETHER MEN'S AND WOMEN'S JOBS INVOLVE SUBSTANTIALLY EQUAL EFFORT FOR PURPOSES OF THE EQUAL PAY ACT, THIS COURT HELD THAT MENTAL EFFORT IS AS IMPORTANT AS PHYSICAL EFFORT. IN EXAMINING THE JOBS OF MEN AND WOMEN PACKERS IN THIS CASE IT FOUND THAT MEN DID EXERT GREATER PHYSICAL EFFORT THAN WOMEN, BUT THE WOMEN, IN

73014

TURN, EXERTED GREATER MENTAL EFFORT BY PERFORMING A VARIETY OF OPERATIONS REQUIRING COMPARATIVELY GREATER MENTAL ALERTNESS AND CONCENTRATION. THE WOMEN'S MENTAL EFFORT BALANCED OUT THE MEN'S PHYSICAL EFFORT AND THE JOBS WERE FOUND TO BE SUBSTANTIALLY EQUAL

EQUAL PAY ACT

5.6

73015

KOBER VERSUS WESTINGHOUSE ELECTRIC CORPORATION
325 F. SUPP. 467 (1971)

A WOMAN WAS DENIED A PROMOTION ON GROUNDS THAT PROMOTING HER WOULD CAUSE THE EMPLOYER TO VIOLATE THE PENNSYLVANIA PROTECTIVE LAW LIMITING THE NUMBER OF HOURS A WOMAN MAY WORK. THE COURT FOUND THE EMPLOYER IN VIOLATION OF TITLE VII AND STRUCK DOWN THE STATE LAW AS BEING INCONSISTENT WITH TITLE VII.

TITLE VII
STATE PROTECTIVE LAWS

5.5

73016

KRAUSS VERSUS SACRAMENTO INN CORPORATION
314 F. SUPP. 171 (1970)

THE COURT CONCLUDED THAT IF A STATE MAY REGULATE THE PRICE OF LIQUOR, IT MAY ALSO REGULATE WHO SELLS IT. CITING GOESAERT VERSUS CLEARY, IT THEN UPHELD THE CALIFORNIA LAW THAT PROHIBITED WOMEN FROM WORKING AS BARTENDERS. (BUT SEE SAIL'ER INN VERSUS KIRBY, ANNOTATED HEREIN, WHERE THE CALIFORNIA STATE SUPREME COURT EXPRESSLY DECLARED ITSELF IN DISAGREEMENT WITH THIS RULING).

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
CONSTITUTIONAL LAW

5.6

73017

KRUMBECK VERSUS JOHN OSTER MFG. COMPANY
313 F. SUPP 257 (1970)

7.3 SIGNIFICANT COURT DECISIONS

73017

THIS CASE HELD THAT, WHERE THE VAST MAJORITY OF MEN'S TIME IN PERFORMING THE JOB OF INSPECTOR WAS SPENT ON DUTIES SIMILAR TO THOSE OF WOMEN PERFORMING THE JOB OF INSPECTOR, THE FACT THAT THE MEN PERFOWMED OCCASIONAL HEAVY LIFTING DID NOT RENDER THE JOBS UNEQUAL FOR PURPOSES OF THE EQUAL PAY ACT

EQUAL PAY ACT

5.6

73018

LOCAL 246, UTILITY WORKERS UNION OF AMERICA VERSUS SOUTHERN CALIFORNIA EDISON COMPANY
320 F. SUPP. 1262 (1970)

A WOMAN EMPLOYEE WAS DENIED A PROMOTION FROM THE POSITION OF CLERK-TYPIST TO THE POSITION OF JUNIOR CLERK ON THE GROUND THAT THE JOB REQUIRED THE LIFTING OF WEIGHTS OVER 50 POUNDS AND A CALIFORNIA LAW PROHIBITED WOMEN FROM LIFTING THAT AMOUNT OF WEIGHT. THE EMPLOYER WAS HELD IN VIOLATION OF TITLE VII AND THE COURT HELD THE STATE LAW UNENFORCEABLE AS BEING IN CONFLICT WITH TITLE VII. THE COURT TOOK NOTE OF THE EEOC'S 1969 REVISED GUIDELINES WHICH SPECIFICALLY FOUND STATE PROTECTIVE LAWS TO BE IN VIOLATION OF TITLE VII.

TITLE VII
STATE PROTECTIVE LAWS

5.5

73019

MENGELKOCH VERSUS INDUSTRIAL WELFARE COMMISSION
437 F. 2D 563 (1971)

THIS CASE, BROUGHT IN 1966, ATTACKED CALIFORNIA'S MAXIMUM HOURS LAW FOR WOMEN BOTH AS BEING INCONSISTENT WITH TITLE VII AND ALSO AS BEING AN UNCONSTITUTIONAL DEPRIVATION OF EQUAL PROTECTION UNDER THE FOURTEENTH AMENDMENT. BY 1971, THE CASE HAD STILL NOT BEEN DECIDED ON ITS MERITS (IT WAS EVENTUALLY DECIDED ON TITLE VII). THE SIGNIFICANCE OF THE CASE AT THIS STAGE WAS THAT THE COURT OF APPEALS REMANDED IT TO A LOWER COURT FOR RECONSIDERATION OF THE CONSTITUTIONAL QUESTION DESPITE THE PRECEDENT SET BY MULLER VERSUS OREGON. THIS WAS THE FIRST SIGN THAT MULLER WAS LOSING ITS VIABILITY.

TITLE VII

7.3 SIGNIFICANT COURT DECISIONS

73019

PROTECTIVE LAWS
MULLER VERSUS OREGON
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

5.6

73020

MULLER VERSUS OREGON
208 U.S. 412 (1908)

THIS CASE, HAILED AT THE TIME AS A LIBERAL STEP FORWARD AND REMEMBERED FOR THE FACT BRIEF DRAWN UP BY LOUIS BRANDEIS, UPHELD THE VALIDITY OF OREGON'S LAW LIMITING THE HOURS OF WORK FOR WOMEN FACTORY EMPLOYEES. THE TWO SEXES DIFFER, SAID THE COURT. THIS DIFFERENCE JUSTIFIES A DIFFERENCE IN LEGISLATION. WHILE THIS CASE INVOLVED PROTECTIVE LEGISLATION IT WAS CITED TIME AFTER TIME IN ANY NUMBER OF CASES AS AUTHORITY FOR UPHOLDING ALMOST ANY KIND OF CASE WHICH TREATED WOMEN DIFFERENTLY FROM MEN.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
STATE PROTECTIVE LAWS

5.6

73021

PATERSON TAVERN AND GRILL OWNERS ASSOCIATION INCORPORATED VERSUS
BOROUGH OF HAWTHORN
270 A.2D 628, (1970)

THIS CASE REVERSED EARLIER NEW JERSEY CASES WHICH HAD PROHIBITED WOMEN FROM WORKING AS BARTENDERS. OF THOSE EARLIER CASES, THE COURT SAID, THEY AROSE IN A DIFFERENT SOCIAL AND MORAL CLIMATE, WHEN JUDGES, ALONG WITH OTHERS, ENTERTAINED VICTORIAN IDEAS AS TO WOMEN AND THEIR PROPER PLACE IN THE SCHEME OF THINGS. THE COURT CITED BOTH THE EQUAL PROTECTION CLAUSE AND TITLE VII AS REASONS FOR STRIKING DOWN THE LEGISLATION.

TITLE VII
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
STATE PROTECTIVE LAWS

5.6

73022

7.3 SIGNIFICANT COURT DECISIONS

73022

PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
400 U.S. 542 (1970)

THIS LANDMARK CASE WAS THE FIRST RULING ON TITLE VII HANDED DOWN BY THE UNITED STATES SUPREME COURT. IT INVOLVED THE SO-CALLED SEX-PLUS DOCTRINE, WHERE THE EMPLOYER ARGUED HE DID NOT TURN MRS. PHILLIPS DOWN FOR A JOB ON ACCOUNT OF HER SEX, BUT RATHER BECAUSE OF HER SEX PLUS HER PRESCHOOL-AGE CHILDREN. MRS. PHILLIPS ARGUED THAT THE EMPLOYER WOULD NOT TURN DOWN A MAN WITH PRESCHOOL-AGE CHILDREN AND THEREFORE THE EMPLOYER'S ACT CONSTITUTED SEX DISCRIMINATION. THE SUPREME COURT REMANDED THE CASE FOR PROOF FROM THE EMPLOYER THAT WOMEN WITH PRESCHOOL-AGE CHILDREN HAVE A POORER WORK RECORD THAN MEN WITH PRESCHOOL-AGE CHILDREN. THE RULING WAS DISAPPOINTING TO FEMINISTS BECAUSE IT DID NOT HOLD THAT EACH CASE MUST BE TREATED INDIVIDUALLY.

TITLE VII
BFOQ
SEX-PLUS DOCTRINE

5.6

73023

RICHARDS VERSUS GRIFFITH RUBBER MILLS
300 F. SUPP. 338 (1969)

THIS CASE HELD THAT INDIVIDUALS MUST BE JUDGED AS INDIVIDUALS AND NOT ON THE BASIS OF CHARACTERISTICS GENERALLY ATTRIBUTED TO RACIAL, RELIGIOUS OR SEXUAL GROUPS, THE COURT FOUND THAT TITLE VII FORBADE THE ENFORCEMENT OF WEIGHT AND HOURS LIMITATIONS WRITTEN INTO A UNION CONTRACT INSOFAR AS THEY PERMITTED EMPLOYERS TO DEAL WITH WOMEN AS A CLASS IN RELATION TO EMPLOYMENT TO THEIR DISADVANTAGE.

TITLE VII
EMPLOYER RULES

5.6

73024

RIDINGER VERSUS GENERAL MOTORS CORPORATION
325 F. SUPP. 1089 (1971)

THE COURT FOUND OHIO WEIGHTS AND HOURS LAWS A[illegible]ECTING WOMEN ONLY WERE INVALID BECAUSE THEY CONFLICTED WITH TITLE VII

7.3 SIGNIFICANT COURT DECISIONS

73024

THE STATUTES DID NOT ESTABLISH A VALID BFOQ FOR THE JOBS INVOLVED BECAUSE THEY TREATED WOMEN AS A CLASS RATHER THAN INDIVIDUALLY. THE COMPANY, HOWEVER, WAS NOT HELD LIABLE FOR DAMAGES TO THE WOMEN BECAUSE IT ACTED IN GOOD FAITH IN DEPENDING ON THE INVALID STATE STATUTES.

TITLE VII
STATE PROTECTIVE LAWS
BFOQ

5.6

73025

ROSENFELD VERSUS SOUTHERN PACIFIC
293 F. SUPP. 1219 (1968)

CALIFORNIA WEIGHTS AND HOURS LAWS AFFECTING WOMEN ONLY WERE STRUCK DOWN AS THEY WERE IN CONFLICT WITH TITLE VII AND HELD NOT TO CONSTITUTE A BFOQ. EARLY EEOC GUIDELINES WHICH ALLOWED STATE PROTECTIVE LAWS TO BE A BFOQ WERE ALSO INVALIDATED. NO BACK PAY OR OTHER DAMAGES WERE AWARDED, AND ALTHOUGH THE COURT ORDERED THAT MISS ROSENFELD BE CONSIDERED FOR ANY FUTURE JOB OPENINGS WITHOUT REGARD TO HER SEX, THE JOB SHE DESIRED WAS ABOLISHED. THUS, ALTHOUGH THE CASE STANDS AS A LANDMARK, IT DID NOT BENEFIT THE PLAINTIFF AT ALL.

TITLE VII
BFOQ
STATE PROTECTIVE LAWS

5.6

73026

SAIL'ER INN, INCORPORATED VERSUS KIRBY
485 P. 2D 529 (1971)

THIS CASE IS A LANDMARK BECAUSE IT WAS THE FIRST TIME ANY COURT HAS EVER TREATED SEX AS A SUSPECT CLASSIFICATION UNDER THE EQUAL PROTECTION CLAUSE OF THE FOURTEENTH AMENDMENT. UNDER SUCH A STANDARD, THE STATE MUST SHOW AN OVERWHELMING STATE INTEREST TO JUSTIFY LAWS WHICH CLASSIFY BY SEX, AN ALMOST IMPOSSIBLE TASK. THE CASE INVALIDATED A CALIFORNIA LAW PROHIBITING WOMEN FROM WORKING AS BARTENDERS. IT EXPRESSLY DISAGREED WITH KRAUSS VERSUS SACRAMENTO INN CORPORATION (SEE ANNOTATION THIS BIBLIOGRAPHY), A SLIGHTLY EARLIER FEDERAL CASE INVOLVING THE SAME STATE LAW.

7.3 SIGNIFICANT COURT DECISIONS

73026

THE COURT ALSO FOUND THE LAW INVALID UNDER TITLE VII AND ARTICLE XX OF THE CALIFORNIA CONSTITUTION.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
TITLE VII

5.6

73027

SCHATTMAN VERSUS TEXAS EMPLOYMENT COMMISSION
459 F. 2D 32 (1972).

THIS WAS A MATERNITY LEAVE CASE INVOLVING AN EMPLOYEE OF A STATE AGENCY. THE LOWER COURT FOUND THE POLICY (WHICH REQUIRED A WOMAN TO TERMINATE EMPLOYMENT TWO MONTHS BEFORE DELIVERY) TO BE A VIOLATION OF TITLE VII. THE APPELLATE COURT, HOWEVER, SAID THE STATE AGENCY WAS EXCLUDED FROM COVERAGE BY TITLE VII (TITLE VII HAS SINCE BEEN AMENDED TO INCLUDE AGENCIES OF STATE AND LOCAL GOVERNMENTS) AND EVALUATED THE CLAIM ON THE GROUNDS OF THE EQUAL PROTECTION CLAUSE OF THE 14TH AMENDMENT. THE COURT CONCLUDED THAT THE CLASSIFICATION WAS BASED NOT ON SEX BUT ON AN ADVANCED STAGE OF PREGNANCY, AND WAS REASONABLY AND RATIONALLY RELATED TO A PROPER STATE PURPOSE.

TITLE VII
MATERNITY LEAVE
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

5.4

73028

SCHULTZ VERSUS AMERICAN CAN CO-DIXIE PRODUCTS
424 F.2D 356 (1970)

THE COURT HELD THE WORK PERFORMED BY MEN AND WOMEN MACHINE OPERATORS SUBSTANTIALLY EQUAL DESPITE THE FACT THE MEN OCCASIONALLY PERFORMED EXTRA DUTIES OF HANDLING AND LOADING. THE COURT FOUND THAT SUCH WEIGHTLIFTING DUTIES WERE MINOR AND INCIDENTAL AND MOST OF THE PHYSICAL AND MENTAL EFFORT EXTENDED IN THE PERFORMANCE OF THE JOB, AS A WHOLE RELATED TO THE DUTIES WHICH MEN AND WOMEN EMPLOYEES PERFORMED IN COMMON. (COMPARE THIS WITH SCHULTZ VERSUS WHEATON GLASS COMPANY ANNOTATED HEREIN.

EQUAL PAY ACT

7.3 SIGNIFICANT COURT DECISIONS

73028

5.6

73029

SCHULTZ VERSUS FIRST VICTORIA NATIONAL BANK
420 F. 2D 648 (1969)

THE COURT HELD THE EXCLUSION OF WOMEN FROM A BANK MANAGEMENT TRAINING PROGRAM (AND CONSEQUENT PAY DIFFERENTIAL BETWEEN MALE TELLERS IN THE PROGRAM AND WOMEN TELLERS NOT IN THE PROGRAM) WAS A VIOLATION OF TITLE VII AND THE EQUAL PAY ACT. SAID THE COURT, SUCH A SITUATION INVOLVES SUBJECTIVE ASSUMPTIONS AND STEREOTYPED MISCONCEPTIONS REGARDING THE VALUE OF WOMEN'S WORK.

EQUAL PAY ACT
TITLE VII

5.3

73030

SCHULTZ VERSUS WHEATON GLASS COMPANY
421 F. 2D 259 (1970)

THIS LANDMARK DECISION REVERSED A LOWER COURT RULING WHICH HAD VALIDATED THE COMPANY'S PRACTICE OF PAYING WOMEN SELECTOR-PACKERS TEN PER CENT LESS THAN MALE SELECTOR-PACKERS. THE EMPLOYER ARGUED THE PAY DIFFERENTIAL WAS JUSTIFIED BY THE EXTRA FLEXIBILITY OF THE MALE SELECTOR-PACKERS WHO WERE AVAILABLE TO DO OCCASIONAL HEAVY LIFTING. BUT THE APPELLATE COURT REJECTED THIS ARGUMENT AND CONCLUDED THE MOTIVE FOR THE PAY DIFFERENTIAL CLEARLY APPEARS TO HAVE BEEN TO KEEP WOMEN IN A SUBORDINATE ROLE.

EQUAL PAY ACT

5.6

73031

WARD VERSUS FIRESTONE TIRE AND RUBBER COMPANY
260 F. SUPP. 579 (1966)

IN THIS EARLY TITLE VII CASE, THE COURT REJECTED A MALE PLAINTIFF'S CLAIM OF UNION AND EMPLOYER DISCRIMINATION IN DENYING PERMISSION TO TRANSFER TO A JOB RESERVED FOR MEN WITH PHYSICAL DISABILITIES AND FOR WOMEN. THE COURT SAID THE EMPLOYER ACTED WITH HONEST PURPOSE AND WITHIN REASON, SINCE SEX AND

73031

PHYSICAL DISABILITY WERE BONA FIDE OCCUPATIONAL QUALIFICATIONS FOR THE JOB. IN THE INTERVENING TIME SINCE THIS DECISION, MANY CASES HAVE FOCUSSED CLOSELY ON JUST WHAT IS A BFOQ, AND IN THE LIGHT OF THESE SUBSEQUENT CASES, IT IS HIGHLY UNLIKELY THAT THIS CASE WOULD BE DECIDED THE SAME WAY TODAY.

TITLE VII
BFOQ

5.6

73032

WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
408 F. 2D, 228 (1969)

THIS LANDMARK CASE SET THE PRECEDENT THAT THE BFOQ EXCEPTION TO TITLE VII SHOULD BE NARROWLY CONSTRUED AND THAT THE BURDEN OF PROVING THAT A JOB FALLS WITHIN THE EXCEPTION RESTS ON THE EMPLOYER. THE SPECIFIC ISSUE IN THIS CASE WAS STATE PROTECTIVE LEGISLATION THAT IMPOSED A 30 POUND WEIGHTLIFTING LIMIT ON WOMEN. THE LEGISLATION WAS REPEALED BY THE TIME THIS CASE REACHED THE COURT OF APPEALS. SAID THE COURT: MEN HAVE ALWAYS HAD THE RIGHT TO DETERMINE WHETHER THE INCREMENTAL INCREASE IN REMUNERATION FOR STRENUOUS, DANGEROUS, OBNOXIOUS, BORING OR UNROMANTIC TASKS IS WORTH THE CANDLE. THE PROMISE OF TITLE VII IS THAT WOMEN ARE NOW ON AN EQUAL FOOTING.

TITLE VII
BFOQ

5.6

73033

WILLIAMS VERSUS SAN FRANCISCO UNIFIED SCHOOL DISTRICT
340 F. SUPP. 438 (1972)

A PREGNANT SOCIAL WORKER IN A SPECIAL EDUCATIONAL PROGRAM FOR PREGNANT STUDENTS CHALLENGED THE MATERNITY LEAVE POLICY OF THE SCHOOL BOARD, ALLEGING THAT THE REGULATIONS WHICH BARRED EMPLOYMENT TWO MONTHS BEFORE CHILDBIRTH AND AT LEAST ONE MONTH AFTER, AND WHICH DENIED USE OF ACCUMULATED PAID SICK LEAVE, WERE A DENIAL OF EQUAL PROTECTION. IN A LONG OPINION GRANTING A PRELIMINARY INJUNCTION, THE COURT, HELD THERE WAS NEITHER A RATIONAL RELATION TO A LEGITIMATE STATE PURPOSE NOR A COMPELLING GOVERNMENTAL INTEREST SUFFICIENT TO JUSTIFY ABRIDGMENT

73033

OF PLAINTIFF'S BASIC RIGHT TO EMPLOYMENT.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
MATERNITY LEAVE

5.4

73034

WIRTZ VERSUS BASIC, INCORPORATED
256 F. SUPP. 786 (1966)

THIS EARLY EQUAL PAY ACT CASE DEALT WITH SHIFT DIFFERENTIAL PAY. ALTHOUGH MEN MAY BE PAID A SHIFT DIFFERENTIAL FOR NIGHT WORK, THIS DOES NOT JUSTIFY A HIGHER PAY RATE FOR MEN THAN WOMEN BOTH WORKING ON THE DAY SHIFT.

EQUAL PAY ACT

5.6

73035

UNITED STATES VERSUS LIBBEY-OWENS-FORD
3 F.E.P. CAS. 372 (1971)

ALTHOUGH THIS CASE WAS SETTLED BY A CONSENT DECREE, IT IS SIGNIFICANT FOR TWO REASONS: FIRST, IT IS THE ONLY PATTERN AND PRACTICE SUIT DEALING WITH SEX DISCRIMINATION EVER BROUGHT BY THE UNITED STATES ATTORNEY GENERAL UNDER TITLE VII; SECONDLY, THE TERMS OF THE CONSENT DECREE WILL PROBABLY SET A STANDARD FOR OUT-OF-COURT SETTLEMENTS IN THE FUTURE. ONE OF THE MOST INTERESTING SETTLEMENT TERMS ALLOWED ELIGIBLE WOMEN EMPLOYEES TO BID INTO ANY JOB FOR WHICH THEY QUALIFIED WHETHER IT WAS ALREADY FILLED OR NOT. THUS, A CERTAIN NUMBER OF MEN WERE ALLOWED TO BE DISPLACED FOR JOBS THEY ALREADY HELD.

TITLE VII

5.6

73036

RADICE VERSUS NEW-YORK
264 U.S. 292 (1923)

THIS CASE FOLLOWED DIRECTLY FROM THE PRECEDENTS SET BY

7.3 SIGNIFICANT COURT DECISIONS

73036

LOCHNER VERSUS NEW YORK AND MULLER VERSUS OREGON. HERE, A NEW YORK STATUTE PROHIBITING EMPLOYMENT OF WOMEN IN RESTAURANTS IN LARGE CITIES BETWEEN THE HOURS OF 10P.M. AND 6A.M. WAS HELD NOT TO BE AN ARBITRARY AND UNDUE INTERFERENCE WITH THE LIBERTY OF CONTRACT OF THE WOMEN AND THEIR EMPLOYERS, BUT JUSTIFIABLE AS A HEALTH MEASURE.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

5.6

73037

FEINERMAN VERSUS JONES
FEP CAS. 901 (1973)

A WOMAN NON-VETERAN CHALLENGED THE CONSTITUTIONALITY OF THE PENNSYLVANIA VETERANS' PREFERENCE ACT WHICH GIVES PREFERENCE TO ALL VETERANS WHO SCORE A PASSING GRADE ON CIVIL SERVICE TESTS. HER MAIN ARGUMENT WAS THAT BECAUSE OF ACUTE DISPROPORTION BETWEEN MEN AND WOMEN IN THE ARMED SERVICES, VETERANS' PREFERENCE INDIRECTLY DISCRIMINATES AGAINST WOMEN WHO SEEK CIVIL SERVICE POSITIONS. THE COURT HELD THAT, SINCE THE DISCRIMINATION WAS INDIRECT, THE RATIONAL RELATIONSHIP TEST WOULD BE USED. IT FURTHER HELD THAT PLAINTIFF DID NOT SHOW THERE WAS NO RATIONAL RELATIONSHIP BETWEEN THE LAW AND A PROPER STATE OBJECTIVE AND THEREFORE UPHELD THE CONSTITUTIONALITY OF THE VERERANS' PREFERENCE ACT.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

5.4

73038

HODGSON VERSUS CITY STORES, INCORPORATED
20 WH CAS. 254

A DEPARTMENT STORE VIOLATED THE EQUAL PAY ACT BY PAYING SALESWOMEN EMPLOYED IN WOMEN'S AND CHILDREN'S CLOTHING DEPARTMENTS A LOWER WAGE THAN THAT PAID TO SALESMEN EMPLOYED IN MEN'S CLOTHING DEPARTMENT. IN ADDITION, IT VIOLATED THE ACT BY PAYING A WOMAN SEAMSTRESS ALTERING WOMEN'S CLOTHES A LOWER WAGE THAN THAT PAID A MALE TAILOR ALTERING MEN'S CLOTHES.

EQUAL PAY ACT

5.5, 5.6

7.3 SIGNIFICANT COURT DECISIONS

73039

HODGSON VERSUS BEHRENS DRUG COMPANY
20 WH CAS. 1150 (1973)

A DRUG DISTRIBUTOR VIOLATED THE EQUAL PAY ACT BY PAYING WOMEN EMPLOYEES LESS THAN MEN WHO PERFORMED SUBSTANTIALLY EQUAL WORK UNDER SIMILAR CONDITIONS. THE EMPLOYER TRIED TO DEFEND ON THE GROUNDS THAT THE MALE EMPLOYEES WERE ENGAGED IN SALES TRAINING PROGRAM, BUT THE COURT FOUND THE PROGRAM WAS NOT DEFINITE IN FORM AND CONTENT, HAVING NO PRESCRIBED COURSE OF INSTRUCTION NOR FIXED BEGINNING AND TERMINATION DATES; THAT AT LEAST HALF OF THE MALE EMPLOYEES DESIGNATED AS SALES TRAINEES WERE NEVER PROMOTED TO THE POSITION OF SALESMAN; AND THAT THE TRAINING PROGRAM WAS NEVER OPEN TO WOMEN.

EQUAL PAY ACT
WOMEN IN BUSINESS

5.5

73040

HODGSON VERSUS FAIRMONT SUPPLY COMPANY
20 WH CAS. 415 (1972)

A DISTRIBUTOR OF MINING SUPPLIES VIOLATED THE EQUAL PAY ACT BY PAYING WOMEN STOCK DESK CLERKS A LOWER SALARY THAN MALE STOCK DESK CLERKS. ADDITIONAL WORK DONE BY THE MALE CLERKS WAS NOT SUFFICIENT TO JUSTIFY A HIGHER RATE OF PAY. IN ADDITION, PARTICIPATION BY THE MALE CLERKS IN A TRAINING PROGRAM FOR SALESMEN WAS NOT A FACTOR OTHER THAN SEX JUSTIFYING A HIGHER SALARY SINCE IT WAS NOT A STRUCTURED PROGRAM AND IT WAS NOT OPEN TO WOMEN.

EQUAL PAY ACT

5.6

73041

HODGSON VERSUS MILLER BREWING COMPANY
20WH CAS. 500, (1972)

THIS WAS AN APPEAL FROM A WELL-KNOWN CASE REPORTED AS MURPHY VERSUS MILLER BREWING COMPANY, 307 SUPP. 829 (1969). THE CASE INVOLVED A 70 CENT AN HOUR PAY DIFFERENTIAL BETWEEN MALE AND FEMALE TECHNICIANS IN THE ANALYTICAL LABORATORY AND THE PACKAGING LABORATORY. AT THE EFFECTIVE DATE OF THE EQUAL PAY ACT, MEN AND WOMEN WORKED INTERCHANGEABLY IN THE ANALYTICAL LABORATORY

73041

BUT THE MEN RECEIVED MORE PAY. (NO WOMEN WORKED IN THE PACKAGING LABORATORY). WHEN THE VIOLATION WAS POINTED OUT, THE EMPLOYER PULLED MEN OUT OF THE ANALYTICAL LABORATORY AND SENT THEM TO THE PACKAGING LABORATORY, BUT THE RATES OF PAY REMAINED THE SAME. LATER, THE EMPLOYER PERMITTED MEN TO RETURN TO THE ANALYTICAL LABORATORY, BUT AT REDUCED RATE OF PAY. FINALLY, AFTER TWO YEARS, THE EMPLOYER PERMITTED WOMEN TO WORK IN THE PACKAGING LABORATORY AT THE HIGHER RATE. THE COURT RULED THE RATE OF PAY IN BOTH LABORATORIES MUST BE THE HIGHER RATE: THE EQUAL PAY ACT SPECIFIES PAY MUST BE EQUALIZED BY RAISING THE LOWER WAGE. THE APPEALS COURT AFFIRMED.

EQUAL PAY ACT
MURPHY VERSUS MILLER BREWING COMPANY

5.6

73042

HODGSON VERSUS SQUARE D COMPANY
20WH CAS. 636 (1972)

IN THIS CASE THE EMPLOYER HAD SEPARATE MALE AND FEMALE JOB CLASSIFICATIONS WHICH CARRIED SEPARATE AND DISCRIMINATORY WAGE RATES. WHEN THIS PRACTICE WAS FOUND TO BE A VIOLAION OF THE EQUAL PAY ACT, THE EMPLOYER PROPOSED TO REMEDY THE SITUATION BY REMOVING THE MALE AND FEMALE LABELS AND ALLOWING WOMEN TO MOVE INTO THE BETTER-PAYING JOB CLASSIFICATIONS AS VACANCIES OCCURRED. THE COURT HELD THIS WAS NOT SUFFICIENT SINCE THE MALE AND FEMALE JOBS WERE ESSENTIALLY EQUAL, THOSE WHICH FORMERLY WERE CLASSIFIED AS FEMALE JOBS MUST HAVE THEIR RATES OF PAY RAISED. IN ADDITION, THE APPELLATE COURT HELD, WOMEN EMPLOYED IN THE FEMALE JOBS WERE ENTITLED TO BACK PAY.

EQUAL PAY ACT

5.6

73043

HODGSON VERSUS GOLDEN ISLES NURSING HOME
20 WH CAS. 952 (1972)

THIS APPELLATE COURT DECISION HELD THAT WHETHER WOMEN NURSE'S AIDES AND MALE ORDERLIES IN NURSING HOMES PERFORM EQUAL WORK WITHIN THE MEANING OF THE EQUAL PAY ACT MUST BE DECIDED ON A CASE-BY-CASE BASIS UNDER FACTS OF EACH CASE.

7.3 SIGNIFICANT COURT DECISIONS

73043

AND CANNOT BE DECIDED ON AN INDUSTRY-WIDE BASIS. IN THIS PARTICULAR CASE, THE COURT FELT THE PAY DIFFERENTIAL WAS JUSTIFIED.

EQUAL PAY ACT

5.6

73044

HODGSON VERSUS ROBERT HALL CLOTHES, INCORPORATED
20 WH CAS. 1100, (1973)

ECONOMIC BENEFITS TO THE EMPLOYER CAN JUSTIFY A WAGE DIFFERENTIAL AND IS AN EXCEPTION TO THE EQUAL PAY ACT. IN THIS CASE, THE COURT HELD THAT THE DIFFERENCE IN PROFITS IN THE MEN'S AND BOY'S CLOTHING DEPARTMENT AND THE LADIES' AND GIRLS' CLOTHING DEPARTMENT JUSTIFIED A WAGE DIFFERENTIAL BETWEEN SALESMEN AND SALESWOMEN.

EQUAL PAY ACT

5.5

73045

HODGSON VERSUS CORNING GLASS WORKS
20 WH CAS. 114 (1973)

THE EMPLOYER VIOLATED THE EQUAL PAY ACT BY PAYING A HIGHER RATE TO NIGHT SHIFT INSPECTORS, WHO UNTIL 1966 WERE ALL MEN, THAN TO DAY-SHIFT INSPECTORS, MOST OF WHOM WERE WOMEN. THE COURT HELD THE HIGHER RATE FOR NIGHT WORK CONSTITUTED ADDED PAYMENT BASED IN THE PAST UPON SEX, RATHER THAN COMPENSATION FOR NIGHT WORK. THE COURT NOTED THAT THE DIFFERENTIAL AROSE BECAUSE MEN WOULD NOT WORK AT THE LOW RATES PAID THE WOMEN FOR WHAT THE MEN CALLED FEMALE WORK. SEE ALSO 73083.

EQUAL PAY ACT

4.5, 5.6

73046

HODGSON VERSUS GOODYEAR TIRE AND RUBBER COMPANY
20 WH CAS. 1295 (1973)

7.3 SIGNIFICANT COURT DECISIONS

73046

ORIGINALLY, A PAY DIFFERENTIAL BETWEEN MALE QUANTITY CHECKERS AND WOMEN QUANTITY CHECKERS WAS JUSTIFIED BY DIFFERENCES IN THE WORK PERFORMED. THE EMPLOYER VIOLATED THE EQUAL PAY ACT, HOWEVER, BY CONTINUING THE PAY DIFFERENTIAL AFTER THE JOBS BECAME EQUAL AS A RESULT OF MECHANIZATION. TO HOLD OTHERWISE, SAID THE COURT WOULD PRACTICALLY EMASCULATE THE STATUTORY EQUAL PAY PROVISIONS FOR IT WOULD COUNTENANCE A SIMPLE DEVICE FOR AVOIDING CONSEQUENCES OF THE STATUTORY PROVISIONS INDEFINITELY.

EQUAL PAY ACT

5.6

73047

NEW YORK STATE DIVISION OF HUMAN RIGHTS VERSUS NEW YORK-PENNSYLVANIA PROFESSIONAL BASEBALL LEAGUE
29 N.Y. 2D 921 (1972)

ALTHOUGH THIS DECISION WAS BASED ON A STATE LAW, IT INVOLVED ISSUES THAT ARISE UNDER TITLE VII AND, IN ADDITION, WAS A CASE THAT RECEIVED MUCH PUBLICITY. HERE, A WOMAN WAS BARRED FROM EMPLOYMENT AS AN UMPIRE. THE COURT HELD REQUIREMENTS THAT AN UMPIRE BE FIVE FEET TEN INCHES TALL AND WEIGH 170 POUNDS DID NOT RELATE TO THE ESSENCE OF THE JOB AND WERE INHERENTLY DISCRIMINATORY AGAINST WOMEN.

SEX-ROLE STEREOTYPES

73048

GLUS VERSUS G.C.MURPHY COMPANY
329 F. SUPP. 563 (1971)

THIS CASE ALLEGED THE COMPANY AND UNION VIOLATED TITLE VII, THE N.L.R.A. AND L.M.R.A. (DUTY OF FAIR REPRESENTATION IN ENTERING INTO COLLECTIVE BARGAINING AGREEMENTS THAT ESTABLISHED DISCRIMINATORY SENIORITY AND COMPENSATION PLANS). AMONG OTHER THINGS, THE COURT HELD THAT THE BREACH OF THE DUTY OF FAIR REPRESENTATION COULD BE ASSERTED ONLY AGAINST THE UNION; AND THAT TITLE VII RIGHTS COULD NOT BE BARGAINED AWAY.

TITLE VII
NLRA
L.M.R.A.

7.3 SIGNIFICANT COURT DECISIONS

73048

SENIORITY LISTS

4.4, 5.6

73049

AMERICAN NEWSPAPER PUBLISHERS ASSOCIATION VERSUS ALEXANDER
294 F. SUPP. 1100 (1968)

THIS CASE HELD THE EEOC DID NOT EXCEED ITS AUTHORITY WHEN IT PROMULGATED GUIDELINES ABOUT HELP-WANTED ADVERTISING. SPECIFICALLY, THE COURT HELD IT IS A VIOLATION OF TITLE VII FOR EMPLOYERS TO RUN HELP-WANTED ADS WHICH INDICATE A PREFERENCE BASED ON SEX, EITHER WITHIN THE TEXT OF THE AD, OR BY HAVING THE AD APPEAR IN A COLUMN CLASSIFIED BY PUBLISHERS ON THE BASIS OF SEX.

EEOC GUIDELINES
TITLE VII
HELP-WANTED ADVERTISING

4.5, 7.2

73050

BERNI VERSUS LEONARD
331 N.YS. 2D 193 (1972)

THE HOLDING OF THIS CASE IS NOT SIGNIFICANT BUT THE CASE CONTAINS DICTA WHICH SEEMS TO POINT TOWARD OPENING OPPORTUNITIES FOR WOMEN IN POLICE WORK. IN DISCUSSING WHETHER WOMEN COULD BE EXCLUDED FROM JOBS AS PATROLMEN, THE COURT SAID: STEREOTYPED CHARACTERIZATION, NO MATTER HOW INGRAINED, ARE MEANT TO BE FORESTALLED BY THE EXECUTIVE LAW AND THE CIVIL RIGHTS ACT OF 1964 . . . THE GOVERNING PRINCIPLE OF NON-DISCRIMINATION REQUIRES THAT PEOPLE BE CONSIDERED ON THE BASIS OF THEIR INDIVIDUAL CAPABILITIES AND NOT ON THE BASIS OF ANY CHARACTERISTICS GENERALLY IRRELEVANT TO THE JOB.

SEX-ROLE STEREOTYPES
TITLE VII
EXECUTIVE ORDERS

5.4

73051

BRAVO VERSUS BOARD OF EDUCATION OF CITY OF CHICAGO

7.3 SIGNIFICANT COURT DECISIONS

73051

345 F SUPP.155 (1972)

THE COURT GRANTED A PRELIMINARY INJUNCTION AGAINST A SCHOOL DISTRICT'S MATERNITY LEAVE POLICY (WHICH REQUIRED TEACHERS TO STOP REGULAR BUT NOT SUBSTITUTE, TEACHING AFTER THE FIFTH MONTH OF PREGNANCY). THE COURT HELD THE PLAINTIFF AND HER CLASS WERE DENIED EQUAL PROTECTION OF THE LAW AND THAT THERE WAS NO RATIONAL BASIS FOR TREATING PREGNANCY DIFFERENTLY FROM OTHER MEDICAL DISABILITIES.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
MATERNITY LEAVE

5.1, 5.4

73052

COMMONWEALTH VERSUS BURKE
4FEP CAS. 756 (1972)

CITING SAIL'ER INN VERSUS KIRBY, THIS KENTUCKY COURT OF APPEALS STRUCK DOWN A STATUTE PROHIBITING WOMEN OTHER THAN LICENSEES FROM BARTENDING AND FROM BEING SERVED MIXED DRINKS WHILE SEATED AT THE BAR. THE COURT HELD THE STATUTE TO BE ARBITRARY AND INSIDIOUS DISCRIMINATION IN VIOLATION OF THE EQUAL PROTECTION CLAUSE OF THE FOURTEENTH AMENDMENT.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
PROTECTIVE LAWS

5.5

73053

DOE VERSUS OSTEOPATHIC HOSPITAL OF WICHITA, INCORPORATED
334 F SUPP. 1357 (1971)

AN UNWED PREGNANT EMPLOYEE WAS ABRUPTLY DISCHARGED WHEN HER EMPLOYER LEARNED OF HER PREGNANCY. THE COURT FOUND THE EMPLOYER HAD VIOLATED TITLE VII'S PROHIBITION AGAINST SEX DISCRIMINATION: DISCRIMINATION ON THE BASIS OF A TRAIT PECULIAR TO THE FEMALE PHYSIOLOGY MUST BE JUSTIFIED BY BUSINESS NECESSITY. HERE, THERE WAS NO EVIDENCE THAT THE PREGNANCY HAD ANY ADVERSE IMPACT ON PLAINTIFF'S JOB PEFORMANCE. THE COURT ORDERED HER REINSTATED WITH BACK PAY.

TITLE VII
EMPLOYER RULES

73053

5.6

73054

SIGWORTH VERSUS ARIZONA BOARD OF REGENTS
NO. 11534 (PIMA CO. SUP. LT., ARIZONA 1969)

THIS WAS A CLASS ACTION BROUGHT FOR FACULTY WIVES WHO HAD BEEN OR WERE ABOUT TO BE DENIED EMPLOYMENT AT THE THREE STATE UNIVERSITIES BECAUSE OF A BOARD OF REGENTS RULE THAT PROHIBITED THE EMPLOYMENT OF RELATIVES AT THE SAME SCHOOL. PLAINTIFFS ALLEGED DENIAL OF EQUAL PROTECTION (SINCE THE BRUNT OF THE RULE FELL ON WOMEN). WHEN THE COURT DENIED THE STATE'S MOTION TO DISMISS, THE BOARD OF REGENTS RESCINDED THE RULE. THE COMPLAINT WAS THEN DISMISSED AS MOOT.

FOURTEENTH AMENDMENT
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
EMPLOYER RULES

5.2

73055

SPROGIS VERSUS UNITED AIR LINES, INCORPORATED
444 F. 2D 1194 (1970)

A STEWARDESS, WHO HAD LOST HER JOB WHEN SHE MARRIED, CHALLENGED THE NO-MARRIAGE RULE FOR STEWARDESSES AS DISCRIMINATING ON THE BASIS OF SEX. THE DISTRICT COURT FOUND A VIOLATION OF TITLE VII AND ORDERED REINSTATEMENT AND BACK PAY. THE COURT OF APPEALS AFFIRMED, FINDING THAT THE CONDITION OF BEING SINGLE WAS NOT A BFOQ.

TITLE VII
BFOQ EXEMPTION
EMPLOYER RULES

5.5

73056

GRIGGS VERSUS DUKE POWER COMPANY
401 U.S. 424 (1971)

THIS LANDMARK SUPREME COURT CASE INVOLVED RACE DISCRIMINATION

7.3 SIGNIFICANT COURT DECISIONS

73056

BUT SET A PRECEDENT WHICH SHOULD BE EQUALLY APPLICABLE TO SEX DISCRIMINATION. THE RULING WAS THAT EMPLOYMENT TESTS MUST BE JOB RELATED. A TEST DESIGNED TO MEASURE SKILLS NOT RELATED TO JOB PERFORMANCE VIOLATES TITLE VII IF IT HAS AN ADVERSE IMPACT ON MEMBERS OF THE MINORITY GROUP.

TITLE VII
EMPLOYMENT QUALIFICATIONS

73057

HAILES VERSUS UNITED AIR LINES
464 F. 2D 1006 (1972)

A MAN WHO FILED A CHARGE OF SEX DISCRIMINATION UNDER TITLE VII WITHOUT APPLYING FOR THE JOB WAS HELD TO BE AN AGGRIEVED PERSON WITHIN THE MEANING OF THE ACT. THE CHARGE WAS BASED ON THE EMPLOYER'S ADVERTISEMENT FOR STEWARDESSES IN THE HELP WANTED-FEMALE COLUMN OF A NEWSPAPER. THE COURT SAID THE INTENT OF THE LAW WAS TO PROHIBIT PERSONS OF ONE SEX OR THE OTHER FROM BEING DISCOURAGED FROM APPLYING. THUS, IF THE MAN HAD APPLIED FOR THE JOB IN THIS CASE, HE WOULD NOT HAVE BEEN INHIBITED BY THE IMPROPER AD, AND WOULD NOT BE AGGRIEVED.

TITLE VII
HELP-WANTED ADVERTISING

5.5

73058

HEATH VERSUS WESTERVILLE BOARD OF EDUCATION
345 F. SUPP. 501 (1972)

A SCHOOL BOARD MATERNITY LEAVE POLICY WHICH BARRED REEMPLOYMENT FOR ONE YEAR AFTER CHILDBIRTH WAS HELD TO BE A VIOLATION OF EQUAL PROTECTION UNDER THE FOURTEENTH AMENDMENT. THE COURT ORDERED THE CONTRACT REINSTATED WITH BACK PAY. A TWO-MONTH PERIOD, HOWEVER, WAS FIXED BY THE COURT AS A REASONABLE PRE-DELIVERY AND POST-NATAL CARE PERIOD FOR WHICH NO BACK PAY WAS AWARDED.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
MATERNITY LEAVE

5.4

7.3 SIGNIFICANT COURT DECISIONS

73059

JINKS VERSUS MAYS
455 F. 2D 454, (1972)

IN A CLASS ACTION SUIT, THE COURT STRUCK DOWN THE SCHOOL BOARD'S POLICY OF GRANTING MATERNITY LEAVE TO TENURED TEACHERS ONLY. THE COURT NOTED THAT THE BOARD GRANTED OTHER LEAVES TO UNTENURED EMPLOYEES, SO THAT A POLICY DENYING LEAVE TO UNTENURED PREGNANT EMPLOYEES HAD NO RATIONAL BASIS AND VIOLATED THE EQUAL PROTECTION CLAUSE OF THE FOURTEENTH AMENDMENT.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
MATERNITY LEAVE

5.4

73060

JURINKO VERSUS EDWIN L.WIEGAND COMPANY
331 F SUPP. 1184 (1971)

IN THIS CASE, WOMEN WERE EXCLUDED FROM ALL PRODUCTION JOBS BY A POLICY THAT ASSIGNED THE MOST PHYSICALLY TAXING JOBS TO NEW EMPLOYEES. THE EMPLOYER ASSUMED THAT WOMEN AS A CLASS WOULD BE UNABLE TO PERFORM THE ENTRY-LEVEL JOBS. THE COURT RULED THAT THE EMPLOYER MUST USE OBJECTIVE STANDARDS TO MEASURE EACH APPLICANT'S PHYSICAL ABILITY IN ORDER TO ESTABLISH A BFOQ UNDER TITLE VII.

TITLE VII
BFOQ EXEMPTION
EMPLOYER RULES
SEX-ROLE STEREOTYPES

5.6

73061

LANSDALE VERSUS UNITED AIRLINES
437 F 2D 454 (1971)

THIS CASE INVOLVED A COLLECTIVE BARGAINING AGREEMENT THAT ALLOWED MALE, BUT NOT FEMALE, FLIGHT CABIN ATTENDANTS TO MARRY. THE APPELLATE COURT VACATED A LOWER COURT RULING FOR THE EMPLOYER IN LIGHT OF PHILLIPS VERSUS MARTIN-MARIETTA (SEE ANNOTATION THIS BIBLIOGRAPHY). EVENTUALLY, BEING SINGLE WAS FOUND NOT TO BE A BFOQ FOR THE JOB OF CABIN ATTENDANT, AND THE COLLECTIVE BARGAINING AGREEMENT WAS VOIDED AS A VIOLATION OF TITLE VII. (SEE SPROGIS VERSUS UNITED AIRLINES, ANNOTATED HEREIN.)

7.3 SIGNIFICANT COURT DECISIONS

73061

TITLE VII
BFOQ EXEMPTION

4.4, 5.5

73062

PITTSBURGH PRESS COMPANY VERSUS PITTSBURGH COMMISSION ON HUMAN RELATIONS
287 A. 2D 161 (1972)

THE NEWSPAPER WAS FOUND IN VIOLATION OF A LOCAL LAW FORBIDDING THE AIDING AND ABETTING OF SEX DISCRIMINATION BY MAINTAINING SEX-SEGREGATED HELP-WANTED ADVERTISING. THE PAPER PETITIONED FOR AND WAS GRANTED CERTIORARI BY THE UNITED STATES SUPREME COURT. THE CASE IS PRESENTLY PENDING AND A DECISION SHOULD BE HANDED DOWN ON THIS AND RELATED CASE DURING THE 1973 SESSION.

HELP-WANTED ADVERTISING

73063

POCKLINGTON VERSUS DUVAL COUNTY SCHOOL BOARD
345 F. SUPP 163 (1972)

A SCHOOL BOARD MATERNITY LEAVE POLICY REQUIRING TEACHERS TO STOP WORKING AFTER FOUR AND A HALF MONTHS OF PREGNANCY WAS FOUND UNCONSTITUTIONAL. THE COURT CITED EQUAL PROTECTION GROUNDS AND ALSO DUE PROCESS GROUNDS BECAUSE THE INDIVIDUAL TEACHER WAS DENIED AN OPPORTUNITY TO ESTABLISH HER MEDICAL FITNESS TO CONTINUE EMPLOYMENT.

FOURTEENTH AMENDMENT
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
MATERNITY LEAVE

5.4

73064

ROBINSON VERSUS RAND
340 F. SUPP 37 (1972)

A PREGNANT AIRMAN FIRST CLASS IN THE WOMEN'S AIR FORCE BROUGHT SUIT TO PREVENT HER DISCHARGE FROM THE SERVICE UNDER AN ADMINISTRATIVE

73064

REGULATION. THE COURT HELD THE REGULATION A VIOLATION OF FOURTEENTH AMENDMENT DUE PROCESS. IT HELD THAT PROCREATION IS A FUNDAMENTAL RIGHT AND A REGULATION WHICH IMPINGES UPON THAT RIGHT MUST BE SUBJECTED TO THE STRICT SCRUTINY TEST UNDER WHICH A COMPELLING STATE INTEREST MUST BE PROVEN IN ORDER TO SUSTAIN THE REGULATION

FOURTEENTH AMENDMENT

5.4

73065

GREEN VERSUS WATERFORD BOARD OF EDUCATION
5 FEP CAS. 443, (1973)

A TEACHER'S UNION CONTRACT CONTAINED MATERNITY LEAVE PROVISIONS BARRING EMPLOYMENT AFTER THE FIFTH MONTH OF PREGNANCY. THE TEACHER ARGUED THE CONTRACT PROVISION WAS A VIOLATION OF EQUAL PROTECTION. THE TRIAL COURT RULED AGAINST HER, BUT THE APPELLATE COURT REVERSED, FINDING THAT A RULE WHICH ARBITRARILY FORCES A PHYSICALLY CAPABLE WOMAN TO LEAVE HER JOB BEFORE REQUIRED TO DO SO BY MEDICAL REASONS, IS DISCRIMINATORY, AND THERE ARE NO LEGITIMATE STATE INTERESTS TO JUSTIFY IT.

MATERNITY LEAVE
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

5.1, 5.4

73066

NATIONAL ORGANIZATION FOR WOMEN, ET AL. VERSUS THE BUFFALO COURIER-EXPRESS, INCORPORATED
5 FEP CAS. 324, (1972)

A NEW YORK STATE APPELLATE COURT FOUND THAT THE NEWSPAPER-DEFENDANT WAS NOT AN AIDER AND ABETTOR OF DISCRIMINATION UNDER STATE LAW BY MAINTAINING SEX-SEGREGATED HELP-WANTED ADVERTISING. IT MUST BE ESTABLISHED THAT THERE WAS KNOWLEDGEABLE AND INTENTIONAL PARTICIPATION ON ITS PART IN UNLAWFUL CONDUCT CHARGED. THIS IS AN IMPORTANT CASE BECAUSE ADVERSE RULINGS UNDER TITLE VII HAVE MADE FEMINIST GROUPS TURN TO STATE LAWS TO FIGHT THIS PARTICULAR RULING. THIS CASE MAY INDICATE THAT STATE LAWS MAY NOT BE THE ANSWER, EITHER.

HELP-WANTED ADVERTISING
TITLE VII

7.3 SIGNIFICANT COURT DECISIONS

73066

73067

DIAZ VERSUS PAN AMERICAN WORLD AIRWAYS, INCORPORATED
442 F. 2D 385 (5TH CI. 1971)

MEN AS A CLASS MAY NOT BE EXCLUDED FROM THE JOB OF AIRLINE CABIN ATTENDANT UNLESS THE EMPLOYER CAN SHOW THAT ALL OR SUBSTANTIALLY ALL MEN WOULD BE UNABLE TO PERFORM THE JOB SAFELY OR EFFICIENTLY. CUSTOMER PREFERENCE MAY NOT BE USED TO ESTABLISH A BFOQ. TO ESTABLISH A VALID BFOQ, PAN AM WOULD HAVE TO SHOW THAT HAVING MALE STEWARDS WOULD MAKE IT IMPOSSIBLE FOR IT TO PROVIDE ITS TRANSPORTATION SERVICE, ACCORDING TO THE HOLDING OF THIS LANDMARK CASE.

TITLE VII
BFOQ EXEMPTION
PUBLIC PREFERENCE

5.5

73068

BRUSH VERSUS SAN FRANCISCO NEWSPAPER PRINTING COMPANY
315 F.SUPP. 577 (1970)

THE COURT HELD THAT THE EEOC GUIDELINES CONCERNING HELP-WANTED ADVERTISING DID NOT APPLY TO NEWSPAPERS. TITLE VII IS LIMITED TO EMPLOYERS AND EMPLOYMENT AGENCIES AS TRADITIONALLY UNDERSTOOD. THUS, TITLE VII MAY NOT BE USED AS AUTHORITY FOR REQUIRING NEWSPAPERS TO INTEGRATE THEIR CLASSIFIED ADS BY SEX. (SEE ALSO GREENFIELD VERSUS FIELD ENTERPRISES, INCORPORATED). THE CASE WAS AFFIRMED AT THE APPELLATE COURT LEVEL ON SEPTEMBER 19, 1972 (SEE 5 FEP CAS. 20).

TITLE VII
HELP-WANTED ADVERTISING

73069

SONTAG VERSUS BRONSTEIN
FEP CAS. 21, (1972)

THIS INVOLVED A PRE-EMPLOYMENT WEIGHTLIFTING TEST MANDATED BY THE NEW YORK CIVIL SERVICE COMMISSION FOR THE JOB OF AUDIO

73069

VISUAL AID TECHNICIAN. THE TEST INVOLVED LIFTING A 25 POUND DUMBBELL WITH ONE HAND AND A 20 POUND DUMBBELL WITH THE OTHER FROM SHOULDER LEVEL TO STRAIGHT OVERHEAD. THE JOB REQUIRED THE LIFTING AND CARRYING OF A 25 POUND PROJECTOR. THE COURT HELD THE TEST WAS NOT A VIOLATION OF EQUAL PROTECTION OR OF TITLE VII SAID THE COURT: ONCE THE VALIDITY OF THE PARTICULAR TYPE OF EXAMINATION IS ESTABLISHED, THE SELECTION OF THE PRECISE FORM THAT THE TEST SHALL TAKE IS A DISCRETIONARY MATTER. THIS CASE WAS AFFIRMED, 5 FEP CAS., P.292, BUT WITH A SIGNIFICANT DISSENTING OPINION BY JUSTICE KUPFERMAN.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
TITLE VII
PRE-EMPLOYMENT TESTS

5.4

73070

LEGAL AID SOCIETY VERSULS SHULTZ
5 FEP CAS. 110 (1972)

THE COURT ORDERED THE DEPARTMENT OF THE TREASURY, UNDER THE FREEDOM OF INFORMATION ACT, TO DISCLOSE WRITTEN AFFIRMATIVE ACTION PROGRAMS AND OTHER MATTER FILED PURSUANT TO EXECUTIVE ORDER 11246. IF THIS FEDERAL DISTRICT COURT RULING IS UPHELD ON APPEAL, PERSONS INTERESTED IN AFFIRMATIVE ACTION FOR WOMEN WILL FOR THE FIRST TIME HAVE ACCESS TO PRIMARY DATA REQUIRED BY THE EXECUTIVE ORDERS PROGRAM OF ALL FEDERAL CONTRACTORS.

EXECUTIVE ORDERS
AFFIRMATIVE ACTION

73071

GREENFIELD VERSUS FIELD ENTERPRISES, INCORPORATED
4FEP CAS. 548 (1972)

THE COURT FOUND THAT TITLE VII DID NOT APPLY TO NEWSPAPERS THAT MAINTAINED SEX-SEGREGATED HELP-WANTED ADVERTISING BECAUSE THE NEWSPAPER WAS NOT AN EMPLOYMENT AGENCY WITHIN THE MEANING OF THE ACT. IN DICTA, HOWEVER, THE COURT SAID: IT SEEMS APPROPRIATE TO SUGGEST ... TO THE DEFENDANT ... THAT THE POSITION OF THE PLAINTIFFS IS AN IDEA WHOSE TIME HAS COME AND THAT SERIOUS CONSIDERATION BE GIVEN TO A REVISION OF THE CLASSIFICATION PRACTICES IN

7.3 SIGNIFICANT COURT DECISIONS

73071

EMPLOYMENT ADVERTISING.

HELP-WANTED ADVERTISING
TITLE VII

73072

MORROW VERSUS MISSISSIPPI PUBLISHERS CORPORATION
5 FEP CAS. 287, (1972)

THIS CASE IS STILL UNRESOLVED, BUT THE COURT HAS REFUSED TO DISMISS THE ACTION. IT INVOLVES A NEWSPAPER'S SEX-SEGREGATED HELP-WANTED ADVERTISING AND WAS BROUGHT UNDER TITLE VII. ALTHOUGH THE COURT TOOK NOTE OF OTHER TITLE VII CASES ON THIS POINT, IT SAID THE ISSUE HERE WAS WHETHER OR NOT THE DEFENDANT QUALIFIES AS AN EMPLOYMENT AGENCY BY THE MANNER IN WHICH IT RECEIVES AND PUBLISHES HELP-WANTED ADVERTISING. IT NOTED THE PUBLISHER'S STATEMENT THAT THE NEWSPAPER RESERVES THE RIGHT TO REJECT, EDIT AND CLASSIFY ALL COPY. THE COURT ECHOED THE STATEMENT IN GREENFIELD VERSUS FIELD ENTERPRISES, INCORPORATED (ANNOTATED HEREIN) THAT THE POSITION OF THE PLAINTIFFS IS AN IDEA WHOSE TIME HAS COME.

TITLE VII
HELP-WANTED ADVERTISING

73073

COHEN VERSUS CHESTERFIELD COUNTY BOARD OF EDUCATION
5 FEP CAS. 341, (1973)

A TEACHER EMPLOYED UNDER A ONE-YEAR CONTRACT WAS REQUIRED TO LEAVE WORK AFTER THE FIFTH MONTH ALTHOUGH HER PHYSICIAN SUGGESTED SHE WORK THROUGH THE EIGHTH MONTH OF HER PREGNANCY. THE DISTRICT COURT HELD THE SCHOOL BOARD'S MATERNITY POLICY WAS DISCRIMINATORY WITHIN THE PROSCRIPTION OF THE 14TH AMENDMENT, BUT THE COURT OF APPEALS REVERSED JUDGE HAYNSWORTH, IN AN OPINION ECHOING THE TONE OF SUCH EARLY DECISIONS AS BRADWELL VERSUS THE STATE, FOUND NO DISCRIMINATION SINCE THE POLICY DOES NOT APPLY TO WOMEN IN AN AREA WHERE THEY MAY COMPETE WITH MEN, I.E., HAVING BABIES.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
MATERNITY LEAVE

7.3 SIGNIFICANT COURT DECISIONS

73073

5.1, 5.4

73074

COREY VERSUS CITY OF DALLAS
5 FEP CAS. 633, (1972)

A CITY ORDINANCE MAKING IT UNLAWFUL FOR ANY PERSON TO ADMINISTER MASSAGE TO A PERSON OF THE OPPOSITE SEX WAS FOUND TO BE A VIOLATION OF THE FOURTEENTH AMENDMENT EQUAL PROTECTION CLAUSE. SUCH AN ORDINANCE MAY BE JUSTIFIED ONLY BY A COMPELLING STATE INTEREST, SINCE IT INFRINGES UPON THE FUNDAMENTAL RIGHT TO EARN A LIVELIHOOD, SAID THE COURT. HERE, NO SUCH COMPELLING STATE INTEREST WAS SHOWN.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

5.5, 7.3

73075

MEADOWS VERSUS FORD MOTOR COMPANY
5 FEP CAS. 665 (1973)

THE COURT HELD THE EMPLOYER VIOLATED TITLE VII BY MAINTAINING A POLICY REQUIRING PRODUCTION WORKERS TO WEIGH A MINIMUM OF 150 POUNDS WHERE: 1) 80 PER CENT OF ALL WOMEN FROM AGES 18-24 IN THE UNITED STATES CANNOT MEET THIS REQUIREMENT, BUT 70 PER CENT OF ALL MALES IN THIS AGE BRACKET CAN; 2) THE EMPLOYER HAS MADE EXCEPTIONS FOR MEN WEIGHING BETWEEN 135 AND 150 POUNDS BUT HAS MADE NO EXCEPTIONS FOR WOMEN; 3) THE EMPLOYER HAS MADE NO STUDIES TO DETERMINE THE STRENGTH OF PEOPLE RELATIVE TO THEIR WEIGHT.

TITLE VII
EMPLOYER RULES
STATISTICAL PROBABILITY TEST

5.6

73076

GREEN VERSUS BOARD OF REGENTS OF TEXAS TECH UNIVERSTY
5 FEP CAS. 677 (1973)

A UNITED STATES COURT OF APPEALS REFUSED TO OVERTURN A LOWER COURT DECISION WHICH FOUND THAT A UNIVERSITY DID NOT VIOLATE THE EQUAL PROTECTION CLAUSE WHEN IT REFUSED TO PROMOTE A WOMAN ASSOCIATE PROFESSOR TO THE RANK OF FULL PROFESSOR. ALTHOUGH

7.3 SIGNIFICANT COURT DECISIONS

73076

A PATTERN OF DISCRIMINATION AGAINST WOMEN AS A CLASS WAS CLEARLY ESTABLISHED, NO RELIEF WAS SOUGHT FOR WOMEN AS A CLASS, AND THE COURT FOUND ENOUGH EVIDENCE IN THE RECORD TO QUESTION THE COMPETENCE OF THIS INDIVIDUAL WOMAN.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

5.2

73077

KOHN VERSUS ROYALL, KOEGEL AND WELLS
5 FEP CAS. 725,(1973).

A WOMAN LAW STUDENT WAS PERMITTED TO MAINTAIN A CLASS ACTION UNDER TITLE VII AGAINST A LAW FIRM WHICH ALLEGEDLY FAILED TO HIRE HER FOR A SUMMER JOB ON ACCOUNT OF HER SEX. IF HER ALLEGATION IS PROVEN SHE WILL BE ENTITLED TO INJUNCTIVE AND DECLARATORY RELIEF TO REMEDY PAST AND PREVENT FUTURE DISCRIMINATION.

TITLE VII

5.1

73078

RINGER VERSUS MUMFORD
5 FEP CAS. 758 (1973)

IN THIS CASE, THE LIBRARIAN OF CONGRESS WAS FOUND TO HAVE VIOLATED HIS OWN ANTI-DISCRIMINATION REGULATIONS WHEN HE REFUSED TO RESCIND THE APPOINTMENT OF A MALE EMPLOYEE TO THE POSITION OF REGISTER OF COPYRIGHTS AND APPOINT A WOMAN EMPLOYEE TO THAT POSITION. THE APPOINTMENT WAS RECOMMENDED BY A HEARING OFFICER WHO FOUND THAT THE WOMAN EMPLOYEE HAD BEEN DENIED THE POSITION IN QUESTION BECAUSE OF HER SEX AND BECAUSE OF HER ADVOCACY OF BLACK EMPLOYEES IN PERSONNEL MATTERS.

LIBRARIANS

5.4,5.3

73079

BUCKLEY VERSUS COYLE PUBLIC SCHOOL SYSTEM
5 FEP CAS. 773, (1973)

7.3 SIGNIFICANT COURT DECISIONS

73079

THE COURT OF APPEALS REVERSED AND REMANDED A LOWER COURT DECISON DISMISSING A PREGNANT TEACHER'S COMPLAINT AGAINST HER SCHOOL DISTRICT FOR TERMINATING HER AT THE END OF HER SIXTH MONTH OF PREGNANCY. THE APPELLATE COURT SAID THE SCHOOL DISTRICT MUST DEMONSTRATE A COMPELLING STATE INTEREST IN ORDER TO MAINTAIN ITS POLICY SINCE 1) THE RIGHT TO BEAR CHILDREN IS FUNDAMENTAL; AND 2) THE TEACHER, WHO WAS BLACK, ALLEGED HER RACE WAS A FACTOR. THE TEACHER SAID WHITE TEACHERS WERE GRANTED MATERNITY LEAVES. A DECISION ON THE MERITS IS STILL PENDING IN THIS CASE.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

5.4, 6.4

73080

STRUCK VERSUS SECRETARY OF DEFENSE
41 L.W. 3346 (1972)

AN AIR FORCE REGULATION MANDATED IMMEDIATE TERMINATION OF COMMISSIONS OF WOMEN OFFICERS WHO ARE PREGNANT OR HAVE GIVEN BIRTH. CAPT. STRUCK, WHO BECAME PREGNANT, SOUGHT TO STRIKE DOWN THE REGULATION AS BEING UNCONSTITUTIONAL UNDER THE FIRST, FIFTH AND NINTH AMENDMENTS. THE DISTRICT COURT AND COURT OF APPEALS FOUND AGAINST HER, BUT THE UNITED STATES SUPREME COURT GRANTED CERTIORARI, VACATED THE JUDGMENT AND REMANDED THE CASE TO THE APPELLATE COURT FOR CONSIDERATION OF THE ISSUE OF MOOTNESS IN LIGHT OF THE POSITION PRESENTLY ASSERTED BY THE GOVERNMENT, (THE AIR FORCE HAS REVISED ITS REGULATION).

CONSTITUTIONAL LAW
MATERNITY LEAVE

5.4

73081

HODGSON VERSUS WILLIAM AND MARY NURSING HOME
20 WH CAS. 10 (1971)

A FLORIDA NURSING HOME WAS HELD NOT TO HAVE VIOLATED THE THE EQUAL PAY ACT BY PAYING MALE ORDERLIES HIGHER WAGES THAN FEMALE NURSE'S AIDES SINCE THE WORK PERFORMED BY THE ORDERLIES WAS A DIFFERENT TYPE OF WORK REQUIRING GREATER TRAINING, RESPONSIBILITY, SKILL AND EFFORT.

EQUAL PAY ACT

7.3 SIGNIFICANT COURT DECISIONS

73081

5.5

73082

HODGSON VERSUS FOOD FAIR STORES
20 WH CAS. 96 (1971)

THE EMPLOYER SUPERMARKET VIOLATED THE EQUAL PAY ACT BY PAYING WOMEN CASHIERS LESS THAN MALE CASHIERS, EVEN THOUGH THE WOMEN WERE DESIGNATED AS CHECKERS AND THE MALES AS CLERK-CHECKERS. THE COURT FOUND THE MALES PERFORMED ADDITIONAL TASKS, BUT THAT THEY INTRODUCED NO SUBSTANTIALLY GREATER SKILL, EFFORT OR RESPONSIBILITY INTO THE CASHIERING JOBS.

EQUAL PAY ACT

5.5

73083

HODGSON VERSUS CORNING GLASS WORKS
20 WH CAS. 121 (1971)

A SO-CALLED RED CIRCLE RATE PAID BY AN EMPLOYER TO NIGHT SHIFT INSPECTORS UNDER A COLLECTIVE BARGAINING CONTRACT IS A VIOLATION OF THE EQUAL PAY ACT SINCE IT PERPETUATES PAST DISCRIMINATION. HISTORICALLY, WOMEN DID NOT WORK THE NIGHT SHIFT IN THE COMPANY. THE COMPANY CONTENDED THE RATE WAS A NEUTRAL EMPLOYMENT PRACTICE TO PROTECT THE RATE PAID TO SENIOR EMPLOYEES. SEE ALSO 73045.

EQUAL PAY ACT

5.5

73084

PAREDES VERSUS SPAICH BROTHERS, INCORPORATED
20 WH CAS. 130 (1970)

A STATE EQUAL PAY LAW WAS USED TO ALLOW MALES EMPLOYED IN AGRICULTURAL OCCUPATIONS TO MAINTAIN AN ACTION AGAINST AN EMPLOYER WHO PAID MORE TO WOMEN BECAUSE OF A STATE MINIMUM WAGE AFFECTING WOMEN ONLY. THE CASE THUS, IN EFFECT, EXTENDED THE CALIFORNIA MINIMUM WAGE LAW TO MEN.

PROTECTIVE LAWS

7.3 SIGNIFICANT COURT DECISIONS

73084

5.6

73085

HODGSON VERSUS AMERICAN BANK OF COMMERCE
20 WH CASES 148 (1971)

WAGE DIFFERENTIALS BETWEEN MEN AND WOMEN BANK TELLERS VIOLATED THE EQUAL PAY ACT, BUT ADDITIONAL DUTIES OF A MALE BOOKKEEPER WHICH REQUIRED ADDITIONAL EFFORT AND RESPONSIBILITY JUSTIFIED A DIFFERENT PAY RATE FROM THAT OF THE WOMAN BOOKKEEPERS.

EQUAL PAY ACT

5.5

73086

HODGSON VERSUS WAYNESBURG COLLEGE
20 WH CAS. 142 (1971)

A COLLEGE VIOLATED THE EQUAL PAY ACT BY PAYING ITS WOMEN CUSTODIANS LESS THAN ITS MEN CUSTODIANS. THE COURT FOUND THE MEN AND WOMEN PERFORMED IDENTICAL DUTIES DURING 90 PER CENT OF THE TIME, AND THAT, WHILE THE MEN PERFORMED ADDITIONAL DUTIES DURING 10 PER CENT OF THE TIME, THE DUTIES DID NOT REQUIRE GREATER SKILL OR RESPONSIBILITY AND ONLY SPORADICALLY REQUIRED GREATER EFFORT.

EQUAL PAY ACT

5.6

73087

HODGSON VERSUS LANCASTER HOSPITAL ASSOCIATION
20 WH CAS. 139 (1971)

OCCASIONAL PERFORMANCE OF DUTIES BY MALE ORDERLIES REQUIRING GREATER PHYSICAL EFFORT THAN WORK PERFORMED BY WOMEN NURSE'S AIDES DOES NOT MAKE THE JOBS UNEQUAL FOR PURPOSES OF THE EQUAL PAY ACT. BOTH PHYSICAL AND MENTAL EFFORT MUST BE WEIGHED IN CONSIDERING THE SUBSTANTIAL EQUALITY OF THE JOBS.

EQUAL PAY ACT

7.3 SIGNIFICANT COURT DECISIONS

73087

5.6

73088

ESLINGER VERSUS THOMAS
5 FEP CAS. 793 (1973)

AFTER INITIALLY DENYING INJUNCTIVE RELIEF IN APRIL 1971, AGAINST THE SOUTH CAROLINA SENATE, THE COURT HELD AFTER A TRIAL ON THE MERITS IN MARCH 1972, THAT THE WOMAN PLAINTIFF HAD BEEN DISCRIMINATED AGAINST ON ACCOUNT OF HER SEX WHEN SHE HAD BEEN DENIED A JOB AS SENATE PAGE. IN JUNE 1971, HOWEVER, THE STATE SENATE HAD PASSED A RESOLUTION RECLASSIFYING SUCH JOBS SO THAT GIRLS COULD BE EMPLOYED FOR ALL PURPOSES EXCEPT RUNNING PERSONAL ERRANDS. FOLLOWING THE OLD 'RATIONAL RELATIONSHIP' TEST, THE TRIAL COURT FOUND THIS RESOLUTION WAS CONSTITUTIONAL, BUT THE APPELLATE COURT EMPLOYED A FAIR AND SUBSTANTIAL RELATIONSHIP TEST AND FOUND IT UNCONSTITUTIONAL FOR LIMITING GIRLS' RIGHTS TO RUN PERSONAL ERRANDS.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
JUDICIAL ATTITUDES

5.4

73089

GUTIERREZ VERSUS LAIRD
346 F. SUPP. 289 (1972)

THIS CASE WAS MUCH LIKE STRUCK VERSUS SECRETARY OF DEFENSE, BUT WAS DECIDED UNDER AMENDED AIR FORCE REGULATIONS WHICH PERMITTED A PREGNANT OFFICER TO OBTAIN A WAIVER TO STAY IN THE SERVICE. THE COURT RULED THE PLAINTIFF HAD NOT MET HER BURDEN OF PROOF TO SHOW THAT THE PREGNANCY REGULATION HAD NO RATIONAL BASIS. WHEN LT. GUTIERREZ FILED AN APPEAL IN THE CASE, SHE WAS GRANTED A WAIVER BY THE SERVICE, AND ABANDONED FURTHER LITIGATION.

MATERNITY LEAVE
FIFTH AMENDMENT (DUE PROCESS CLAUSE)

5.4

73090

NAMMACK VERSUS COMMISSIONER
459 F. 2D 1045 (1972)

7.3 SIGNIFICANT COURT DECISIONS

73090

THIS CASE WAS BROUGHT UNDER THE OLD SECTION 214 OF THE INTERNAL REVENUE CODE WHICH ALLOWED A MAXIMUM DEDUCTION OF $600 A YEAR FOR CHILD CARE ENABLING A WOMAN TO LEAVE THE HOME FOR PAID EMPLOYMENT. THE DEDUCTION WAS SHARPLY REDUCED IF THE FAMILY INCOME EXCEEDED $6,000. THE COURT HELD THE SECTION DID NOT DEPRIVE WORKING MOTHERS OF EQUAL PROTECTION OR DUE PROCESS OF LAW. SINCE THE CASE AROSE, SECTION 214 HAS BEEN AMENDED, AND THE CHILD CARE DEDUCTION IS SUBSTANTIALLY MORE LIBERAL.

TAX LAWS
FOURTEENTH AMENDMENT

6.2

73091

HODGSON VERSUS FIRST FEDERAL SAVINGS AND LOAN ASSOCIATION OF BROWARD COUNTY, FLORIDA
455 F.2D 818 (1972)

THIS IS THE ONLY APPELLATE COURT CASE THUS FAR DECIDED UNDER THE AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967. IT INVOLVED A 47-YEAR-OLD WOMAN WHO APPLIED FOR A JOB AS TELLER AT A BANK. HER APPLICATION HAD AN INTERVIEW NOTATION PLACED ON IT BY THE EMPLOYER: TOO OLD FOR TELLER. THE TRIAL COURT RULED AGAINST THE PLAINTIFF, BUT THE APPELLATE COURT REVERSED, SAYING THAT A PRIMA FACIE CASE OF VIOLATION HAD BEEN ESTABLISHED AND ORDERING THE BANK TO PAY BACK MINIMUM WAGES TO THE PLAINTIFF.

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967

5.5

73092

FRONTIERO VERSUS RICHARDSON
41 LW 4609 (1973)

THIS LANDMARK SUPREME COURT DECISION HELD THAT UNIFORMED SERVICES' FRINGE BENEFIT PROVISIONS REQUIRING SERVICEWOMEN, BUT NOT MEN, TO PROVE THEIR SPOUSE'S DEPENDENCY VIOLATED THE FIFTH AMENDMENT DUE PROCESS CLAUSE. FOUR OF THE EIGHT CONCURRING JUDGES, ONE SHORT OF A MAJORITY, HELD THAT SEX SHOULD BE A SUSPECT CLASSIFICATION, THUS REQUIRING THE GOVERNMENT TO SHOW AN OVERWHELMING STATE INTEREST BEFORE THE REGULATION COULD BE UPHELD.

7.3 SIGNIFICANT COURT DECISIONS

73092

FIFTH AMENDMENT (DUE PROCESS CLAUSE)
BENEFIT PLANS

5.1, 5.4, 7.3

73093

LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION
42 L.W. 4186 (JANUARY, 1974).

THIS LANDMARK UNITED STATES SUPREME COURT DECISION STRUCK DOWN MANDATORY MATERNITY LEAVES FOR SCHOOL TEACHERS AS A VIOLATION OF THE DUE PROCESS CLAUSE OF THE 14TH AMENDMENT OF THE U.S. CONSTITUTION. UPHOLDING A LOWER COURT RULING IN THE LA FLEUR CASE AND REVERSING A LOWER COURT RULING IN ANOTHER CASE, COHEN VERSUS CHESTERFIELD COUNTY SCHOOL BOARD (SEE ENTRY 73073), THE HIGH COURT HELD IN A 7 TO 2 DECISION THAT TO REQUIRE TEACHERS TO LEAVE THEIR JOBS AFTER THEY BECAME FIVE MONTHS PREGNANT WAS ARBITRARY.

FOURTEENTH AMENDMENT
MATERNITY LEAVE

5.1, 6.2

73094

LAFFEY VERSUS NORTHWEST AIRLINES, INC.
6 FEP CAS. 902, NOV. 1973.

THIS DISTRICT COURT DECISION HELD THAT AN AIRLINE VIOLATED TITLE VII BY IMPOSING CHAIN OF COMMAND ABOARD ITS PLANES UNDER WHICH ALL MALE CABIN ATTENDANTS, IRRESPECTIVE OF CLASSIFICATION OR LENGTH OF SERVICE, ARE SUPERIOR TO ALL FEMALE CABIN ATTENDANTS.

5.5

73095

SMITH VERSUS CITY OF EAST CLEVELAND
6 FEP CAS. 493, SEPT. 1973.

CITY'S REQUIREMENTS THAT APPLICANTS FOR POLICE OFFICER BE AT LEAST FIVE FEET EIGHT INCHES IN HEIGHT AND WEIGH AT LEAST 150 POUNDS VIOLATE THE EQUAL PROTECTION CLAUSE OF THE 14TH AMENDMENT TO U.S. CONSTITUTION. SINCE THE EFFECT OF THE REQUIREMENTS TOGETHER IS TO EXCLUDE 99 PERCENT OF THE ADULT FEMALE POPULATION IN THE COMMUNITY

7.3 SIGNIFICANT COURT DECISIONS

73095

FROM EMPLOYMENT AS POLICE OFFICERS WHILE PERMITTING THE MAJORITY OF THE ADULT MALE POPULATION TO BE ELIGIBLE FOR SUCH EMPLOYMENT, THE REQUIREMENTS ARE NOT RATIONALLY RELATED TO JOB PERFORMANCE AND DISCRIMINATE ON BASIS OF SEX.

DISCRIMINATION

5.5, 5.4

7.4 NLRB DECISIONS

74001

WATKINS CENTER
61 LRRM 1063 (1966).

THE EMPLOYER WAS HELD NOT TO HAVE VIOLATED THE LMRA BY DISCHARGING AN EMPLOYEE WHO WAS A KNOWN UNION ADHERENT, BUT WAS IN FACT NOT REHIRED AFTER HER HOSPITALIZATION BECAUSE THE EMPLOYER DID NOT WANT A WOMAN STOCKER AT THE GROCERY STORE.

NLRA
LMRA

4.4, [illegible].6

74002

JUBILEE MANUFACTURING COMPANY
82 LRRM 1842 (1973)

THE MAJORITY OF THE BOARD FOUND THAT THE EMPLOYER DID NOT VIOLATE THE LMRA BY ITS POLICY AND PRACTICE OF SEXUALLY DISCRIMINATORY WAGE RATES SINCE SEX DISCRIMINATION STANDING ALONE IS NOT INHERENTLY DESTRUCTIVE OF EMPLOYEES COLLECTIVE BARGAINING RIGHTS. BUT SEE JENKINS' DISSENT (P. 14861) FOR A THOROUGH, SOUND ANALYSIS OF WHY THE BOARD MAJORITY IS WRONG. IF THE CASE IS TAKEN INTO THE COURTS, IT WOULD NOT BE SURPRISING TO SEE JENKINS' DISSENT BECOME LAW. THE DISSENT MAKES THIS CASE A LANDMARK.

NLRA
LMRA
TITLE VII
UNIONS

7.4 NLRB DECISIONS

74002

4.4, 4.5, 5.6

74003

THOMPSON INDUSTRIES COMPANY, INCORPORATED
65 LRRM 1467 (1967).

THE EMPLOYER WAS HELD TO HAVE VIOLATED THE LABOR MANAGEMENT RELATIONS ACT BY FAILING TO RECALL WOMEN PRODUCTION EMPLOYEES, ALLEGEDLY BECAUSE THE NEW PLANT HAD MACHINERY THE WOMEN COULD NOT USE. THE BOARD FOUND 1) THE EMPLOYER SOUGHT TO PREVENT ORGANIZATION OF ITS EMPLOYEES BY UNION; AND 2) THE WOMEN WERE REPLACED BY MALE WORKERS WHO DID SUBSTANTIALLY THE SAME JOB.

NLRA
LMRA

4.4, 5.6

74004

ST. LOUIS CORDAGE MILLS
67 LRRM 1017 (1968)

THE BOARD RULED THAT A CONTRACT THE SENIORITY PROVISIONS OF WHICH DISCRIMINATE ON THE BASIS OF SEX WOULD NOT BAR A NEW ELECTION TO DETERMINE UNION REPRESENTATION. THUS, THE BOARD REFUSED TO APPLY THE SO-CALLED CONTRACT BAR RULE OF THE NLRA. THIS IS AN INDICATION THAT THE ACT CAN BE USED TO FIGHT SEX DISCRIMINATION. THE BOARD NOTED THAT THE DISCRIMINATORY SENIORITY LISTS VIOLATE TITLE VII. IT IS LIKELY THAT WITHOUT THE EXISTENCE OF TITLE VII, THE BOARD WOULD NOT HAVE REFUSED TO APPLY THE CONTRACT BAR RULE OF THE NLRA. THIS CASE IS A GOOD EXAMPLE OF HOW ONE LAW CAN AFFECT THE INTERPRETATION OF ANOTHER LAW.

LMRA
NLRA
TITLE VII
SENIORITY LISTS

4.4

74005

AMERICAN MAILING CORPORATION
80 LRRM 1294 (1972)

7.4 NLRB DECISIONS

74005

THE BOARD REFUSED TO DISQUALIFY A UNION LOCAL WHICH WAS PART OF A NATIONAL UNION THAT MAINTAINED WRITTEN DISCRIMINATORY PRACTICES AGAINST WOMEN. HOWEVER, THE BOARD'S REFUSAL WAS BASED ON A TECHNICAL MATTER WHICH IT SAID MADE IT IMPOSSIBLE TO FIND ON THE EVIDENCE THAT THIS LOCAL HAD ENGAGED IN OR WAS REQUIRED TO ENGAGE IN DISCRIMINATORY PRACTICES. IT WARNED, HOWEVER, THAT CERTIFICATION OF A UNION DOES NOT GIVE IT A LICENSE TO DISCRIMINATE, AND THAT THE CERTIFICATION WOULD BE SUBJECT TO REVOCATION UPON A SHOWING THAT THE UNION FAILED TO REPRESENT ALL EMPLOYEES EQUALLY.

NLRA
LMRA
UNIONS

4.4,5.6

74006

LAND TITLE GUARANTEE AND TRUST COMPANY
78 LRRM 1500 (1971).

TWO SEPARATE BARGAINING UNITS EXISTED AMONG THESE EMPLOYEES. THE UNION CONTENDED THAT ONE UNIT WAS COMPOSED OF TECHNICAL EMPLOYEES AND THE OTHER OF NON-TECHNICAL EMPLOYEES. THE BOARD FOUND NO MERIT TO THIS CONTENTION AND NOTED THAT THE SEPARATE UNITS WERE INITIALLY DRAWN TO AFFORD SEPARATE REPESENTATION FOR MALE AND FEMALE EMPLOYEES. IT DIRECTED THE UNITS TO COMBINE AND HOLD AN INTEGRATED ELECTION.

NLRA
LMRA
UNIONS

4.4,5.6

74007

BANKERS WAREHOUSE COMPANY
56 LRRM 1045 (1964)

THIS DISPUTE, SHORTLY AFTER THE PASSAGE OF THE EQUAL PAY ACT, INVOLVED THE DISCHARGE OF A WOMAN EMPLOYEE ON THE DAY AFTER HER UNION DEMANDED BARGAINING FOR EQUAL PAY FOR HER. THE SUPERINTENDENT ADMITTED STATING THAT IF THEY HAD TO PAY HER UNION WAGES THEY WOULD GET A MAN FOR THE JOB. THE BOARD HELD THE EMPLOYER VIOLATED THE NLRA, SAYING, ASSUMING THAT EMPLOYER'S CONDUCT WAS CAUSED IN PART

7.4 NLRB DECISIONS

74007

BY CONSIDERATIONS OF EMPLOYEE'S SEX, MOTIVATING CAUSE OF HER DISCHARGE WAS HER ATTEMPT TO ENLIST UNION SUPPORT IN SECURING A WAGE INCREASE.

NLRA
LMRA
EQUAL PAY ACT

4.4, 5.6

74008

EDMUND A. GRAY COMPANY, INCORPORATED
53 LRRM 1110, (1963)

THIS DISPUTE AROSE THE YEAR THE EQUAL PAY ACT WAS PASSED. IN THIS CASE, THE EMPLOYER INSISTED ON MAINTAINING TWO WAGE RATES, ONE FOR MEN AND ONE FOR WOMEN. WHEN THE UNION SUBMITTED A PROPOSAL FOR UNIFORM WAGE RATES, THE EMPLOYER FIRED ITS SIX WOMEN EMPLOYEES. THE BOARD HELD THAT THE EMPLOYER'S ACTION IN DISCHARGING THE WOMEN VIOLATED THE NLRA SINCE IT WAS AN ATTEMPT TO AVOID BARGAINING WITH THE UNION OVER ITS DEMAND FOR EQUAL WAGES FOR WOMEN EMPLOYEES.

NLRA
LMRA
EQUAL PAY ACT

4.4, 5.6

74009

UNITED STATES BAKING COMPANY
65 LRRM 1436 (1967)

THE UNION REPRESENTED WORKERS IN A PLANT THAT MANUFACTURED COOKIES AND CRACKERS. THE UNION MAINTAINED TWO BARGAINING UNITS IN THE PLANT, ONE FOR MEN ONLY AND ONE FOR WOMEN ONLY. IT REQUESTED AN ELECTION IN ONE OF THEM. THE BOARD ORDERED THE UNITS TO MERGE AND THE ELECTION TO BE FOR THE MERGED UNITS, NOTING THAT THE BOARD HAS HELD THAT UNITS BASED SOLEY UPON SEX OF EMPLOYEES ARE INAPPROPRIATE. THE BOARD NOTED THE TWO-UNIT SYSTEM ALLOWED FOR SEPARATE JOB CLASSIFICATIONS, PAY RATES AND SENIORITY LISTS.

NLRA
LMRA
SENIORITY LISTS

7.4 NLRB DECISIONS

74009

4.4, 5.6

74010

RUBBER WORKERS UNION (BUSINESS LEAGUE OF GADSDEN)
57 LRRM 1535 (1964)

IN THIS CASE, THE ESTABLISHED PRACTICE WAS TO MAINTAIN SEPARATE SENIORITY LISTS BASED ON SEX AS WELL AS RACE. WHILE ONLY THE RACE ISSUE WAS DEALT WITH AT THE BOARD AND COURT LEVEL, HOLDING, WHICH STATED THAT A UNION WHICH CAUSES OR PERMITS DISCRIMINATION AGAINST EMPLOYEES BECAUSE OF RACE OR FOR OTHER INVIDIOUS REASONS, VIOLATES ITS DUTY TO REPRESENT ALL MEMBERS OF THE UNIT FAIRLY (LOCAL 12, UNITED RUBBER WORKERS VERSUS NLRB, 368 F. 2ND 12 (1966)).

NLRA
LMRA
SENIORITY LISTS

4.4, 5.6

7.5 LAW REVIEW ARTICLES

75001

A WOMAN'S PLACE: DIMINISHING JUSTIFICATIONS FOR SEX DISCRIMINATION IN EMPLOYMENT
SOUTHERN CALIFORNIA LAW REVIEW, 42 (FALL, 1968), 183-209

THIS ARTICLE DISCUSSES PROCEDURAL SECTIONS OF TITLE VII. IT EXAMINES THE BONA FIDE OCCUPATIONAL QUALIFICATION EXEMPTION IT RECOMMENDS ADOPTION OF THE STRICT BUSINESS NECESSITY TEST, I.E., THAT JOBS WOULD BE CONFINED TO ONE SEX ONLY WHERE THAT SEX ALONE CAN PERFORM THEM AUTHENTICALLY (SUCH AS HIRING MEN AS ACTORS FOR MALE ROLES, WOMEN FOR FEMALE ROLES). THIS VIEW HAS SUBSEQUENTLY BEEN ADOPTED BY THE COURTS. REVIEWS BOWE VERSUS COLGATE-PALMOLIVE COMPANY PRIOR TO ITS REVERSAL ON APPEAL.

TITLE VII
BFOQ EXEMPTION
PROTECTIVE LAWS
BOWE VERSUS COLGATE-PALMOLIVE COMPANY

7.0

7.5 LAW REVIEW ARTICLES

75002

ADDITIONAL JOB QUALIFICATION OTHER THAN ONE OF THE CATEGORIES IN TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 RESULTS IN A HOLDING OF NONDISCRIMINATION ON THE PART OF THE EMPLOYER.
HOUSTON LAW REVIEW, 7 (MARCH 1970), 494-499.

A REVIEW OF THE SEX PLUS THEORY AS IT WAS DELINEATED BY THE LOWER COURT IN PHILLIPS VERSUS MARTIN MARIETTA CORPORATION. THIS DECISION WHICH, HAD IT STOOD, WOULD HAVE RENDERED TITLE VII INEFFECTIVE FOR WOMEN, WAS LATER OVERTURNED ON APPEAL.

TITLE VII
BFOQ EXEMPTION
SEX-PLUS DOCTRINE
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION

7.3, 7.1

75003

BARNARD, THOMAS H.
CONFLICT BETWEEN STATE PROTECTIVE LEGISLATION AND FEDERAL LAWS PROHIBITING SEX DISCRIMINATION: IS IT RESOLVED?
WAYNE LAW REVIEW, 47 (JANUARY - FEBRUARY, 1971), 25-65

AN EXCELLENT ARTICLE WITH AN EXHAUSTIVELY-RESEARCHED PRESENTATION ON STATE PROTECTIVE LEGISLATION, INCLUDING THE HISTORY OF ITS DEVELOPMENT. DISCUSSES THE EQUAL PAY ACT OF 1963, TITLE VII OF THE 1964 CIVIL RIGHTS ACT AND EXECUTIVE ORDERS 11246 AND 11375. IT CITES AT LENGTH EVERY LEADING CASE INVOLVED IN THE DEVELOPMENT OF JUDICIAL RESOLUTION OF THE CONFLICT BETWEEN STATE PROTECTIVE LAWS AND FEDERAL ANTI-DISCRIMINATION LAWS.

EQUAL PAY ACT
TITLE VII
PROTECTIVE LAWS
BFOQ EXEMPTION
EXECUTIVE ORDERS
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY
CHEATWOOD VERSUS SOUTH CENTRAL BELL TELEPHONE AND TELEGRAPH
WIRTZ VERSUS WHEATON GLASS

7.1, 7.2

75004

7.5 LAW REVIEW ARTICLES

75004

BINDER, DENIS
SEX DISCRIMINATION IN THE AIRLINE INDUSTRY.
CALIFORNIA LAW REVIEW, 20 (JUNE, 1971), 417-436.

THE ARTICLE BRIEFLY REVIEWS TITLE VII IN GENERAL, INCLUDING LEADING CASES, THEN EXAMINES THE PROBLEMS OF STEWARDESSES AND SEX DISCRIMINATION, ESPECIALLY MARITAL AND AGE RESTRICTIONS.

TITLE VII
EMPLOYER RULES

4.4, 7.1, 7.3

75005

CIVIL RIGHTS -- SEX DISCRIMINATION IN EMPLOYMENT UNDER THE
CIVIL RIGHTS ACT OF 1964 -- PHILLIPS VERSUS MARTIN MARIETTA
CORPORATION 400 UNITED STATES 542 (1971).
OHIO STATE LAW JOURNAL, 32 (FALL, 1971), 923-933.

THIS ARTICLE ATTEMPTS TO EVALUATE THE IMPACT OF THE UNITED STATES SUPREME COURT RULING IN PHILLIPS VERSUS MARTIN MARIETTA CORPORATION THAT SEX-PLUS-ANOTHER CATEGORY DOES NOT TAKE AN INSTANCE OF DISCRIMINATION OUTSIDE THE JURISDICTION OF TITLE VII. IT COMPARES PHILLIPS TO OTHER CASES, INCLUDING BRADWELL VERSUS ILLINOIS, MULLER VERSUS OREGON, RADICE VERSUS NEW YORK, COOPER VERSUS DELTA AIRLINES, BOWE VERSUS COLGATE-PALMOLIVE COMPANY, WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH, CHEATWOOD VERSUS SOUTH CENTRAL BELL TELEPHONE AND TELEGRAPH COMPANY, ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY, AND RICHARDS VERSUS GRIFFITH RUBBER MILLS. IT ALSO DISCUSSES SOME EEOC GUIDELINES.

TITLE VII
BFOQ EXEMPTION
SEX-PLUS DOCTRINE
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
BRADWELL VERSUS ILLINOIS
MULLER VERSUS OREGON
RADICE VERSUS NEW YORK
COOPER VERSUS DELTA AIRLINES
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
CHEATWOOD VERSUS SOUTH CENTRAL BELL TELEPHONE AND TELEGRAPH
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY
RICHARDS VERSUS GRIFFITH RUBBER MILLS

7.1

7.5 LAW REVIEW ARTICLES

75006

CLASSIFICATION ON THE BASIS OF SEX AND THE 1964 CIVIL RIGHTS ACT.
THE IOWA LAW REVIEW, 34 (SPRING, 1965), 778-797.

CONTAINS MUCH IRRELEVANT MATERIAL. WHAT IS PERTINENT -- A DISCUSSION OF ALTERNATIVE STANDARDS FOR JUDGING THE BFOQ EXEMPTION IN TITLE VII -- HAS BEEN RENDERED INCORRECT BY SUBSEQUENT CASES AND EEOC DECISIONS. THIS ARTICLE IS VALUABLE SOLELY BECAUSE IT WAS CITED WITH APPROVAL BY THE LOWER COURT IN BOWE VERSUS COLGATE-PALMOLIVE COMPANY. THE LOWER COURT DECISION WAS SUBSEQUENTLY OVERTURNED.

TITLE VII
BFOQ EXEMPTION
BOWE VERSUS COLGATE-PALMOLIVE COMPANY

4.5, 7.1

75007

CONSTITUTIONAL LAW -- SEX DISCRIMINATION AND THE BONA FIDE OCCUPATIONAL QUALIFICATION.
ARKANSAS LAW REVIEW, 25 (FALL, 1971), 333-338.

THIS BRIEF ARTICLE EXAMINES THE UNITED STATES SUPREME COURT HOLDING IN PHILLIPS VERSUS MARTIN MARIETTA CORPORATION WHICH REJECTED THE NOTION THAT TITLE VII COULD BE CIRCUMVENTED BY DISCRIMINATING ON THE BASIS OF SEX-PLUS-ANY-OTHER-FACTOR. THE ARTICLE CONTAINS CAPSULE REVIEWS OF PRIOR IMPORTANT TITLE VII CASES INCLUDING BOWE VERSUS COLGATE-PALMOLIVE COMPANY; WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY; AND RICHARDS VERSUS GRIFFITH RUBBER MILLS.

TITLE VII
BFOQ EXEMPTION
SEX-PLUS DOCTRINE
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
RICHARDS VERSUS GRIFFITH RUBBER MILLS

7.1

75008

CONSTITUTIONAL LAW -- WOMEN -- A SCHOOL BOARD REGULATION REQUIRING FEMALE TEACHERS TO TAKE A LEAVE OF ABSENCE AFTER FOUR MONTHS OF PREGNANCY DOES NOT VIOLATE THE EQUAL PROTECTION CLAUSE OF

7.5 LAW REVIEW ARTICLES

75008

OF THE 14TH AMENDMENT. LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION
326 F. SUPP. 1208 (N. D. OHIO 1971)
UNIVERSITY OF CINCINNATI LAW REVIEW, 40 (1971), 857-870.

THE ARTICLE CRITICIZES THE DECISION IN LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION, COMPARING IT IN DETAIL TO COHEN VERSUS CHESTERFIELD SCHOOL BOARD, WHERE THE COURT IN ANOTHER JURISDICTION BUT JUST FIVE DAYS AFTER THE LA FLEUR DECISION, REACHED AN OPPOSITE RESULT. THE CASES WERE DECIDED UNDER THE EQUAL PROTECTION CLAUSE OF THE FOURTEENTH AMENDMENT. THE ARTICLE DISCUSSES THE UNCONSTITUTIONAL CONDITIONS DOCTRINE. BOTH CASES HAVE SINCE BEEN APPEALED, SO THE DECISIONS DISCUSSED ARE NOT THE FINAL ONES.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION
MATERNITY LEAVE
COHEN VERSUS CHESTERFIELD COUNTY BOARD OF EDUCATION
UNCONSTITUTIONAL CONDITIONS DOCTRINE

5.1

75009

DEVELOPMENTS IN THE LAW -- EMPLOYMENT DISCRIMINATION AND TITLE VII OF THE CIVIL RIGHTS ACT OF 1964.
HARVARD LAW REVIEW, 84 (MARCH, 1971), 1109-1308.

THIS COMPREHENSIVE ARTICLE IS DIVIDED INTO FOUR MAIN PARTS WITH MANY SUBSECTIONS REVIEWING TITLE VII AND EXECUTIVE ORDERS. IT ALSO HAS AN APPENDIX GIVING SELECTED PORTIONS OF THE TEXT OF TITLE VII AND EXECUTIVE ORDER 11264. THE MAIN PARTS ARE:
I. PERMISSIBLE STANDARDS FOR HIRING, FIRING AND PROMOTION;
II. SEX DISCRIMINATION (PP. 1166-1195, INCLUDING SUBSECTIONS ON THE MEANING OF SEX DISCRIMINATION; THE BFOQ; AND STATE PROTECTIVE LAWS); III. PROCEDURE UNDER TITLE VII; AND IV. THE EXECUTIVE ORDER PROGRAM. PROCEDURAL PORTIONS OF THE LAW HAVE BEEN AMENDED SINCE THIS ARTICLE WAS PUBLISHED.

TITLE VII
EXECUTIVE ORDERS
BFOQ EXEMPTION
PROTECTIVE LAWS
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY

7.0

7.5 LAW REVIEW ARTICLES

75010

EQUAL RIGHTS FOR WOMEN: A SYMPOSIUM ON THE PROPOSED CONSTITUTIONAL AMENDMENT.
HARVARD CIVIL RIGHTS - CIVIL LIBERTIES LAW REVIEW, 6 (MAR 71) 215-288.

THIS COLLECTION OF ARTICLES ABOUT THE EQUAL RIGHTS AMENDMENT CONTAINS SCATTERED REFERENCES TO THE AMENDMENT'S EFFECT ON STATE PROTECTIVE LAWS. THE ARTICLES INCLUDE: I. THE NECESSITY OF A CONSTITUTIONAL AMENDMENT BY NORMAN DORSEN AND SUSAN DELLER ROSS, P. 216; II. IN SUPPORT OF THE EQUAL RIGHTS AMENDMENT, BY THOMAS I. EMERSON; P. 225; III. THE EQUAL RIGHTS AMENDMENT IS NOT THE WAY BY PAUL A. FREUND, P. 234; IV. THE EQUAL RIGHTS AMENDMENT. SOME PROBLEMS OF CONSTRUCTION, BY PHILIP B. KURLAND, P. 243; V. THE NEGRO WOMAN'S STAKE IN THE EQUAL RIGHTS AMENDMENT, BY PAULI MURRAY, P. 253; AND A NOTE ARTICLE VI. A LITTLE DEARER THAN HIS HORSE: LEGAL STEREOTYPES AND THE FEMININE PERSONALITY, P. 260.

EQUAL RIGHTS AMENDMENT

4.5, 6.4, 7.1

75011

ESLINGER VERSUS THOMAS: VIVE LA DIFFERENCE.
UNIVERSITY OF PITTSBURGH LAW REVIEW, 33 (WINTER, 1971), 297-306.

USING ESLINGER VERSUS THOMAS (WHERE THE COURT REFUSED TO FIND DENIAL OF A FEMALE'S RIGHT TO BE A PAGE IN A STATE SENATE A DENIAL OF EQUAL PROTECTION UNDER THE FOURTEENTH AMENDMENT) AS A JUMPING OFF PLACE, THIS NOTE EXPLORES THE APPLICABLE STANDARDS USED BY THE COURTS IN MAKING EQUAL PROTECTION DETERMINATIONS. DISCUSSED ARE THE RATIONAL RELATIONSHIP TEST, THE COMPELLING STATE INTEREST TEST, AND UNDER THE LATTER, THE FUNDAMENTAL RIGHTS CATEGORY AND THE SUSPECT CLASSIFICATION CATEGORY.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
ESLINGER VERSUS THOMAS

7.3

75012

FISCH, EDITH L.
INDRITZ, PHINEAS
GORECKI, JAN
KANOWITZ, LEO
WOMEN AND THE LAW: A SYMPOSIUM

7.5 LAW REVIEW ARTICLES

75012

FAMILY LAW QUARTERLY, 4 (MARCH, 1970), 1-30

THE COMMENTARIES ARE REVIEWS OF WOMEN AND THE LAW, THE UNFINISHED REVOLUTION BY LEO KANOWITZ PLUS A REPLY BY KANOWITZ TO THE COMMENTARY BY JAN GORECKI. THE BOOK AND THE COMMENTARIES TREAT EMPLOYMENT LAWS AFFECTING WOMEN AS ONLY ONE OF MANY LEGAL PROBLEMS WOMEN HAVE IN THIS SOCIETY. THE COMMENTARY BY PHINEAS INDRITZ DEVOTES THE MOST SPACE TO REVIEWING THE SECTION OF THE BOOK DEALING WITH EMPLOYMENT LEGISLATION.

TITLE VII
EQUAL PAY ACT
PROTECTIVE LAWS
WOMEN AND THE LAW

7.0

75013

GILBERTSON, ERIC R.
WOMEN AND THE EQUAL PROTECTION CLAUSE
CLEVELAND STATE LAW REVIEW, 20 (MAY, 1971) 351-360

A RATHER LIGHT-HEARTED (FOR A LAW REVIEW ARTICLE) EXAMINATION OF WOMEN'S TREATMENT UNDER THE EQUAL PROTECTION CLAUSE OF THE FOURTEENTH AMENDMENT TO THE UNITED STATES CONSTITUTION. ONLY A PORTION OF THE ARTICLE DEALS WITH EMPLOYMENT RIGHTS, REVIEWING THE DECISIONS IN MULLER VERSUS OREGON AND GOESAERT VERSUS CLEARY.

FOURTEENTH AMENDMENT
PROTECTIVE LAWS
MULLER VERSUS OREGON
GOESAERT VERSUS CLEARY

7.1

75014

GRIFFITHS, MARTHA W.
THE LAW MUST REFLECT THE NEW IMAGE OF WOMEN.
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 1-13

THIS ARTICLE IS AN INTRODUCTION TO A SYMPOSIUM ON WOMEN'S RIGHTS BY THE PRINCIPAL HOUSE SPONSOR OF THE EQUAL RIGHTS AMENDMENT. IT REFUTES THE TRADITIONAL STEREOTYPE OF WOMEN WITH A MORE ACCURATE MODERN COMPOSITE. A SECTION ON EMPLOYMENT EXAMINES

7.5 LAW REVIEW ARTICLES

75014

TITLE VII AND THE EQUAL PAY ACT AND ADVOCATES PASSAGE OF THE WOMEN'S EQUALITY ACT. THE DISCUSSION OF THE EQUAL RIGHTS AMENDMENT INCLUDES SOME TREATMENT OF EMPLOYMENT PROBLEMS.

TITLE VII
EQUAL PAY ACT
EQUAL RIGHTS AMENDMENT
WOMEN'S EQUALITY ACT

3.0, 4.0, 7.1

75015

GROISS, FRED G.
SEX DISCRIMINATION: TITLE VII AND STATE LAWS
PROCEEDINGS OF NEW YORK UNIVERSITY TWENTY-THIRD ANNUAL CONFERENCE ON LABOR, 1970, PP. 145-168

THE ARTICLE FOCUSES ON TITLE VII'S CONFLICT WITH STATE PROTECTIVE LAWS. IT BRIEFLY REVIEWS PAST AND PRESENT EEOC GUIDELINES ON THE MATTER, THEN EXAMINES COURT CASES WHERE THE ISSUE HAS BEEN LITIGATED. SOME OF THE COURT DECISIONS HAVE SINCE BEEN REVERSED, AND THE UNINFORMED READER COULD THUS BE MISLED BY SOME OF THIS ARTICLE. THE ARTICLE ALSO BRIEFLY CONSIDERS THE EFFECTS OF EXECUTIVE ORDER 11375 AND THE EQUAL PAY ACT ON STATE PROTECTIVE LEGISLATION.

TITLE VII
EEOC GUIDELINES
BFOQ EXEMPTION
EXECUTIVE ORDERS
EQUAL PAY ACT
PROTECTIVE LAWS

7.1

75016

HALE, MARICLAIRE
KANOWITZ, LEO
WOMEN AND THE DRAFT: A RESPONSE TO CRITICS OF THE EQUAL RIGHTS AMENDMENT
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 199-219

THE EQUAL RIGHTS AMENDMENT COULD MAKE WOMEN VULNERABLE TO MILITARY DRAFT. THE AUTHORS EXAMINE THE VALIDITY OF CURRENT TABOOS ON WOMEN SERVING AS COMBATANTS AND PREDICT THE PROBABLE MILITARY

7.5 LAW REVIEW ARTICLES

75016

AND SOCIAL RAMIFICATIONS OF DRAFTING WOMEN.

EQUAL RIGHTS AMENDMENT
MILITARY DRAFT

7.1

75017

KANOWITZ, LEO
CONSTITUTIONAL ASPECTS OF SEX-BASED DISCRIMINATION IN AMERICAN LAW
NEBRASKA LAW REVIEW, 48 (NOVEMBER, 1968), 131-182

THE ARTICLE DISCUSSES MANY ASPECTS OF CONSTITUTIONALLY PERMISSIBLE DISCRIMINATION AGAINST WOMEN. DISCRIMINATION AGAINST WOMEN IN EMPLOYMENT IS ONE OF THE ASPECTS DISCUSSED. THE ARTICLE TRACES THE DEVELOPMENT IN CASE LAW OF THE CONCEPT THAT STATE PROTECTIVE LAWS AFFECTING WORKING WOMEN ONLY ARE NOT IN VIOLATION OF THE FOURTEENTH AMENDMENT EQUAL PROTECTION CLAUSE. SEE ESPECIALLY PP. 134-137 WHICH REVIEW BRADWELL VERSUS STATE AND MULLER VERSUS OREGON, AND PP. 164-182 WHICH REVIEW CASES DEALING WITH VARIOUS CATEGORIES OF STATE PROTECTIVE LAWS AND THE POTENTIAL IMPACT OF THE EQUAL RIGHTS AMENDMENT. THE ARTICLE IS AN EXCERPT FROM THE BOOK, WOMEN AND THE LAW, THE UNFINISHED REVOLUTION.

FOURTEENTH AMENDMENT
BRADWELL VERSUS STATE
MULLER VERSUS OREGON
PROTECTIVE LAWS
EQUAL RIGHTS AMENDMENT
WOMEN AND THE LAW

7.0

75018

KOONTZ, ELIZABETH DUNCAN
CHILDBIRTH AND CHILD REARING LEAVE: JOB RELATED BENEFITS
NEW YORK LAW FORUM, 17 (1971), 480-502

EXCELLENT DISCUSSION OF THE LAWS GOVERNING MATERNITY LEAVES BY THE FORMER DIRECTOR OF THE WOMEN'S BUREAU, UNITED STATES DEPARTMENT OF LABOR. ONE SECTION DISCUSSES STATE LAWS WHICH PROHIBIT EMPLOYMENT DURING ADVANCED STAGES OF PREGNANCY, STATE TEMPORARY DISABILITY INSURANCE LAWS AND STATE UNEMPLOYMENT INSURANCE LAWS. ANOTHER SECTION DESCRIBES FEDERAL GUIDELINES FOR MATERNITY LEAVE (SINCE THE ARTICLE WAS PUBLISHED, THE EEOC HAS

7.5 LAW REVIEW ARTICLES

75018

ISSUED GUIDELINES ON THIS SUBJECT). THERE ARE SECTIONS ON PRIVATE INSURANCE COVERAGE, LABOR UNION POLICIES, RECOMMENDATIONS OF FEDERAL WOMEN'S ADVISORY GROUPS, AND COURT DECISIONS. THE CONCEPT OF CHILD REARING LEAVE IS INTRODUCED.

MATERNITY LEAVE
OFCC
EEOC
TITLE VII
PROTECTIVE LAWS
UNIONS
COHEN VERSUS CHESTERFIELD COUNTY BOARD OF EDUCATION
LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION
SCHATTMAN VERSUS TEXAS EMPLOYMENT COMMISSION

7.0

75019

LABOR LAW -- THE POSITION OF AIRLINE FLIGHT CABIN ATTENDANT DOES NOT FALL WITHIN THE BONA FIDE OCCUPATIONAL QUALIFICATION EXEMPTION OF THE 1964 CIVIL RIGHTS ACT AS TO PERMIT DISCRIMINATION ON THE BASIS OF SEX.
TEXAS TECHNICAL LAW REVIEW, 3 (JANUARY, 1972), 37-43

THIS ARTICLE ANALYZES WITH APPROVAL THE APPELLATE COURT DECISION IN DIAZ VERSUS PAN AMERICAN WORLD AIRWAYS, INC., WHERE IT WAS HELD THAT STEWARDESS JOBS COULD NOT BE RESTRICTED TO WOMEN ONLY. THE ARTICLE COMPARES THE DIAZ DECISION TO OTHER TITLE VII HOLDINGS, INCLUDING WARD VERSUS FIRESTONE TIRE AND RUBBER COMPANY, THE LOWER COURT RULING IN BOWE VERSUS COLGATE-PALMOLIVE COMPANY AND WEEKS VERSUS SOUTHERN BELL TELEPHONE COMPANY.

TITLE VII
EEOC GUIDELINES
BFOQ EXEMPTION
DIAZ VERSUS PAN AMERICAN WORLD AIRWAYS, INC.
WARD VERSUS FIRESTONE TIRE AND RUBBER COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY

5.5, 7.1, 7.3

75020

LANDAU, ELIOT A.
DUNAHOO, KERMIT L.
WOMEN'S LEGAL EMPLOYMENT RIGHTS AND THEIR APPLICATION IN THE

7.5 LAW REVIEW ARTICLES

75020

ARBITRAL PROCESS
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 95-146

THE ARTICLE EXAMINES THE EFFECT OF TITLE VII ON LABOR ARBITRATION DECISIONS. IN THE AREA OF EMPLOYMENT QUALIFICATIONS THE FOLLOWING ARE EXAMINED: PROTECTIVE LEGISLATION, JOB TESTING MARITAL STATUS AND SEXUAL INTIMACY STANDARDS. IN THE AREA OF WORKING CONDITIONS THE FOLLOWING ARE EXAMINED: LEAVES OF ABSENCE FOR JURY DUTY, PERSONAL APPEARANCE, AND SEPARATE SENIORITY LIST QUESTIONS.

TITLE VII
LABOR ARBITRATION DECISIONS
PROTECTIVE LAWS
MATERNITY LEAVE
BENEFIT PLANS
SENIORITY LISTS
EMPLOYER RULES

4.4, 4.5, 7.0

75021

MANDATE OF TITLE VII OF THE CIVIL RIGHTS ACT OF 1964: TO TREAT WOMEN AS INDIVIDUALS
GEORGETOWN LAW JOURNAL, 59 (OCTOBER, 1970), 221-241

THE FOCUS OF THIS ARTICLE IS ADVOCACY OF A STRONG OPPOSITION TO THE SEX-PLUS DOCTRINE ENUNCIATED IN A LOWER COURT RULING IN THE CASE OF PHILLIPS VERSUS MARTIN MARIETTA. THE CASE WAS PENDING BEFORE THE UNITED STATES SUPREME COURT AT THE TIME THE ARTICLE WAS WRITTEN. THE COURT SUBSEQUENTLY REJECTED THE SEX-PLUS DOCTRINE, OVERTURNING THE LOWER-COURT DECISION.

TITLE VII
BFOQ EXEMPTION
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION

7.1, 7.3

75022

MILLER, ROBERT STEVENS, JUNIOR
SEX DISCRIMINATION AND TITLE VII OF THE CIVIL RIGHTS ACT OF 1964
MINNESOTA LAW REVIEW, 20 (APRIL 1967), 877-897

THE ARTICLE DISCUSSES THE SPECIAL PROBLEMS RAISED BY THE

7.5 LAW REVIEW ARTICLES

75022

BAN ON DISCRIMINATION ON THE BASIS OF SEX BY MEANS OF AN ANALYSIS OF THE PROVISIONS OF THE ACT, A DESCRIPTION OF THE LEGISLATIVE HISTORY OF THE SEX PROVISIONS, AND A DISCUSSION OF THE CONSTITUTIONAL AND LEGISLATIVE ASPECTS OF CLASSIFICATION BY SEX. IT ANALYZES THE EARLY GUIDELINES ISSUED BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION AND DISCUSSES THE CONFLICT BETWEEN TITLE VII AND STATE LEGISLATION RELATING TO CLASSIFICATION BY SEX.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
EEOC GUIDELINES
PROTECTIVE LAWS
TITLE VII

7.1

75023

MOEWE, PARKE W
THE CASE FOR BENIGN SEX DISCRIMINATION
LOS ANGELES BAR ASSOCIATION BULLETIN, 44 (JANUARY, 1969), 337-343

THE AUTHOR, WRITING FROM THE POINT OF VIEW OF A CORPORATE COUNSEL, REVIEWS ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY, A CASE WHICH STRUCK DOWN CALIFORNIA PROTECTIVE LEGISLATION SOLELY AFFECTING WORKING WOMEN AS IN CONFLICT WITH TITLE VII OF THE 1964 CIVIL RIGHTS ACT. HE ADVISES EMPLOYERS' LAWYERS TO ARGUE ON BEHALF OF BENIGN DISCRIMINATION WHICH HE DEFINES AS THAT REASONABLY REQUIRED FOR THE HEALTH, SAFETY AND WELFARE OF A CLASS. THE ARTICLE ALSO REVIEWS WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELELGRAPH COMPANY, AND A FEW OTHER INSIGNIFICANT OR OVERRULED CASES.

ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
TITLE VII

4.5

75024

MURPHY, THOMAS E.
SEX DISCRIMINATION IN EMPLOYMENT -- CAN WE LEGISLATE A SOLUTION?
NEW YORK LAW FORUM, 17 (1971), 437-479

THIS ARTICLE ARGUES FOR STRENGTHENED FAIR EMPLOYMENT LEGISLATION RATHER THAN AN EQUAL RIGHTS AMENDMENT TO CORRECT SEX DISCRIMINATION IN EMPLOYMENT. IT DELINEATES IN A GENERAL WAY SOME FACTORS WHICH LEAD TO DISCRIMINATION (INCLUDING CONCENTRATION OF WOMEN IN LOWER-

7.5 LAW REVIEW ARTICLES

75024

PAYING JOBS, THE EXCLUSION OF WOMEN FROM AND RESTRICTION IN SOME CATEGORIES, ATTITUDES TOWARD AND MYTHS ABOUT WOMEN WORKERS, DISCRIMINATORY PROTECTIVE LAWS, LOOPHOLES IN FEDERAL LAWS); THEN DISCUSSES HOW EXISTING FEDERAL LAWS ARE RESPONDING TO THESE FACTORS (AS INTERPRETED IN COURT CASES.) SOME TIME IS SPENT ON THE FOURTEENTH AMENDMENT EQUAL PROTECTION CLAUSE, ON DISCUSSING THE ROLE OF THE EQUAL RIGHTS AMENDMENT AND ALTERNATIVES TO IT.

EQUAL RIGHTS AMENDMENT
TITLE VII
BFOQ EXEMPTION
EQUAL PAY ACT
PROTECTIVE LAWS
FAIR EMPLOYMENT LAWS
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

7.1, 7.2, 7.5

75025

MURRAY, PAULI
EASTWOOD, MARY
JANE CROW AND THE LAW: SEX DISCRIMINATION AND TITLE VII
THE GEORGE WASHINGTON LAW REVIEW, 34 (DECEMBER, 1965) 232-255

THIS IS AN EXCELLENT EARLY ARTICLE REVIEWING THE LIMITATIONS OF THE FOURTEENTH AMENDMENT WITH RESPECT TO THE PROBLEMS OF WORKING WOMEN, AND THE IMPACT OF TITLE VII UPON THESE PROBLEMS. IT DISCUSSES THE BFOQ EXEMPTION CONTAINED IN TITLE VII, COMPARING IT TO THE EXEMPTION SET UP BY THE CIVIL SERVICE COMMISSION AS DESCRIBED IN THE FEDERAL PERSONNEL MANUAL. IT RELATES TITLE VII TO STATE FAIR EMPLOYMENT LAWS THEN IN EXISTENCE (WISCONSIN AND HAWAII), EMPLOYMENT ADVERTISEMENTS, STATE PROTECTIVE LAWS AND EQUAL PAY LAWS.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
TITLE VII
BFOQ EXEMPTION
STATE FAIR EMPLOYMENT LAWS

7.0, 7.1

75026

SEX DISCRIMINATION IN EMPLOYMENT
BAYLOR LAW REVIEW, 23 (FALL, 1971), 665-672

THIS NOTE IS PRIMARILY AN EXAMINATION OF THE EFFECT OF TITLE VII

7.5 LAW REVIEW ARTICLES

75026

UPON STATE PROTECTIVE LAWS. THE PRESENTATION IS CONSERVATIVE AND INCONCLUSIVE. THE FOURTEENTH AMENDMENT AND THE EQUAL PAY ACT ARE MENTIONED IN PASSING.

TITLE VII
PROTECTIVE LAWS

4.5

75027

SEX DISCRIMINATION IN EMPLOYMENT UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964
VANDERBILT LAW REVIEW, 21 (MAY, 1968), 484-501

THIS ARTICLE INTRODUCES THE TOPIC OF SEX DISCRIMINATION BY BRIEFLY DESCRIBING PRIOR LAWS INCLUDING THE NATIONAL LABOR RELATIONS ACT, THE EQUAL PAY ACT, STATE FAIR EMPLOYMENT PRACTICES ACTS AND LABOR ARBITRATION DECISIONS. IT EXAMINES THE LEGISLATIVE HISTORY OF TITLE VII, EEOC RULINGS AND GUIDELINES,AND PROBLEM AREAS -- THE BFOQ EXCEPTION AND THE RELATION OF TITLE VII TO STATE FAIR EMPLOYMENT PRACTICES LAWS AND PROTECTIVE LAWS.

NLRA
EQUAL PAY ACT
STATE FAIR EMPLOYMENT LAWS
LABOR ARBITRATION DECISONS
TITLE VII
EEOC GUIDELINES
BFOQ EXEMPTION
PROTECTIVE LAWS

7.1,4.4

75028

TITLE VII -- SEXUAL DISCRIMINATION IN EMPLOYMENT -- FEMALE SEX AS A BONA FIDE OCCUPATIONAL QUALIFICATION FOR POSITION OF AIRLINE FLIGHT CABIN ATTENDANT
WAYNE LAW REVIEW, 17 (JANUARY-FEBRUARY, 1971), 242-253

A CRITICAL APPRAISAL OF THE LOWER COURT'S DECISION IN DIAZ VERSUS PAN AMERICAN WORLD AIRWAYS, INC., WHERE IT WAS HELD THAT CUSTOMER PREFERENCE COULD BE UTILIZED TO ESTABLISH SEX AS A BONA FIDE OCCUPATIONAL QUALIFICATION. THE CASE IS COMPARED TO THE ULTIMATE DECISIONS IN BOWE VERSUS COLGATE-PALMOLIVE COMPANY; WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY; AND CHEATWOOD

75028

VERSUS SOUTH CENTRAL BELL TELEPHONE AND TELEGRAPH. THE LOWER COURT DECISION WAS SUBSEQUENTLY OVERTURNED.

DIAZ VERSUS PAN AMERICAN WORLD AIRWAYS, INC.
TITLE VII
BFOQ EXEMPTION
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
CHEATWOOD VERSUS SOUTH CENTRAL BELL TELEPHONE AND TELEGRAPH

7.1, 7.3

75029

OLDHAM, JAMES C.
QUESTIONS OF EXCLUSION AND EXCEPTION UNDER TITLE VII -- SEX-PLUS AND THE BFOQ
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 55-84

THE ARTICLE DISCUSSES THE REJECTION OF THE SEX-PLUS THEORY BY THE UNITED STATES SUPREME COURT IN PHILLIPS VERSUS MARTIN MARIETTA, AND THE RAMIFICATIONS OF THAT DECISION IN OTHER FACT SITUATIONS, INCLUDING LONG HAIR, HOMOSEXUALITY AND NEUTRAL RULES (SEX MINUS). THEN IT TRACES THE DEVELOPMENT OF THE BFOQ EXEMPTION IN THE COURTS, FOCUSING ON BOWE VERSUS COLGATE-PALMOLIVE COMPANY, WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY, DIAZ VERSUS PAN AMERICAN WORLD AIRWAYS, INC., SAIL'ER INN VERSUS KIRBY, AND ROSENFELD VERSUS SOUTHERN PACIFIC.

SEX-PLUS DOCTRINE
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
BFOQ EXEMPTION
TITLE VII
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
DIAZ VERSUS PAN AMERICAN WORLD AIRWAYS, INC.
SAIL'ER INN, INCORPORATED VERSUS KIRBY
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY

7.1

75030

OLDHAM, JAMES C.
SEX DISCRIMINATION AND STATE PROTECTIVE LAWS
DENVER LAW JOURNAL, 44 (SUMMER 1967), 344-376

7.5 LAW REVIEW ARTICLES

75030

THE AUTHOR DISCUSSES THE IMPACT OF TITLE VII ON STATE LABOR LAWS AFFECTING WOMEN. HE FOCUSES ON SECTION 708, THE PRE-EMPTION CLAUSE OF TITLE VII WHICH STATES THAT TITLE VII ONLY OVERRIDES THOSE STATE LAWS WHICH REQUIRE UNLAWFUL EMPLOYMENT DISCRIMINATION. THE ARTICLE MEASURES THIS CLAUSE AGAINST STATE FAIR EMPLOYMENT PRACTICE LAWS AND UNEMPLOYMENT COMPENSATION AS WELL AS PROTECTIVE LAWS FROM THE WESTERN MOUNTAIN STATES REGION AND TENTATIVELY CONCLUDES THAT ONLY THOSE LAWS BASED ON ANACHRONISTIC UNDERLYING POLICIES SHOULD BE PREEMPTED. THIS VIEW HAS SUBSEQUENTLY BEEN BROADENED BY COURT DECISION.

TITLE VII
PRE-EMPTION CLAUSE
STATE FAIR EMPLOYMENT LAWS
PROTECTIVE LAWS

7.2,4.5

75031

PRESSMAN, SONIA
LEGAL REVOLUTION IN WOMEN'S EMPLOYMENT RIGHTS
FLORIDA BAR JOURNAL, 44 (JUNE, 1970), 332-337

THIS IS A COMPACT ARTICLE CRAMMED FULL OF INFORMATION ON TITLE VII, INCLUDING THE BFOQ EXEMPTION; TERMS, CONDITIONS, AND PRIVILEGES OF EMPLOYMENT; CLASSIFIED ADVERTISING AND THE EFFECT OF TITLE VII ON STATE PROTECTIVE LEGISLATION. TWO PAGES OF FOOTNOTES CONTAIN DETAILED REFERENCES TO FEDERAL AND STATE CASES AND EEOC DECISIONS BASED ON TITLE VII. IT ALSO BRIEFLY DISCUSSES WOMEN'S STATUS IN THE LEGAL PROFESSION. THE AUTHOR IS EMPLOYED BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
TITLE VII
BFOQ EXEMPTION
HELP-WANTED ADVERTISING
WOMEN LAWYERS
WOMEN'S RIGHTS

5.1,7.0

75032

PRESSMAN, SONIA
THE QUIET REVOLUTION
FAMILY LAW QUARTERLY, 4 (MARCH 1970), 31-43

7.5 LAW REVIEW ARTICLES

75032

THIS ARTICLE REVIEWS VARIOUS ASPECTS OF THE IMPACT OF TITLE VII, INCLUDING THE BONA FIDE OCCUPATIONAL QUALIFICATION EXEMPTION (BFOQ), TERMS, PRIVILEGES AND CONDITIONS OF EMPLOYMENT, CLASSIFIED ADVERTISING, AND STATE PROTECTIVE LEGISLATION. ALSO DISCUSSES OTHER EEOC ACTIVITIES SUCH AS RESEARCH, HEARINGS AND ITS REPORTING SYSTEM OF THE EMPLOYMENT STATUS OF WOMEN. CONCLUDES WITH A LIST OF NINE CONCLUSIONS AS TO WHY CHANGES IN WOMEN'S ECONOMIC STATUS ARE SLOW IN COMING. WELL ANNOTATED.

TITLE VII
BFOQ EXEMPTION
HELP-WANTED ADVERTISING
PROTECTIVE LAWS
EEOC HEARINGS AND REPORTS
EQUAL PAY ACT
STATE FAIR EMPLOYMENT LAWS

75033

RAWALT, MARGUERITE
EQUAL JUSTICE FOR WOMEN -- UPDATE THE CONSTITUTION
NEW YORK LAW FORUM, 17 (1971), 528-542

THIS ARTICLE ADVOCATES PASSAGE OF THE EQUAL RIGHTS AMENDMENT. IT DISCUSSES THE STATUS OF WOMEN UNDER THE FOURTEENTH AMENDMENT (ESPECIALLY THE DECISION IN MULLER VERSUS OREGON), AND TRACES CASE RULINGS ON WHETHER STATE PROTECTIVE LAWS CONSTITUTE A BFOQ EXEMPTION UNDER TITLE VII. THE ARTICLE IS NOT ENTIRELY DEVOTED TO EMPLOYMENT; IT ALSO INCLUDES SOME DISCUSSION OF FAMILY LAW AND VOTING RIGHTS.

EQUAL RIGHTS AMENDMENT
TITLE VII
BFOQ EXEMPTION
PROTECTIVE LAWS
FOURTEENTH AMENDMENT
MULLER VERSUS OREGON
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY
MENGELKOCH VERSUS INDUSTRIAL WELFARE COMMISSION
CATERPILLAR TRACTOR COMPANY VERSUS GRABIEC

7.5 LAW REVIEW ARTICLES

75034

RAWALT, MARGUERITE
LITIGATING SEX DISCRIMINATION CASES
FAMILY LAW QUARTERLY, 4 (MARCH, 1970), 44-52

THIS ARTICLE DISCUSSES THE RIGHT TO WORK AT ANY LAWFUL OCCUPATION DOCTRINE, FORMULATED BY THE UNITED STATES SUPREME COURT UNDER THE FOURTEENTH AMENDMENT AND APPLIED TO MEN ONLY; AND THE COROLLARY DEVELOPMENT OF PROTECTIVE LAWS APPLIED TO WOMEN ONLY. IT ALSO DISCUSSES TITLE VII AND SUBSEQUENT LANDMARK CASES.

WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
MENGELKOCH VERSUS INDUSTRIAL WELFARE COMMISSION
SUPREMACY CLAUSE
TITLE VII
FOURTEENTH AMENDMENT
EQUAL RIGHTS AMENDMENT
PROTECTIVE LAWS

7.3

75035

RECENT DECISIONS: CIVIL RIGHTS ACT OF 1964 - EMPLOYMENT DISCRIMINATION - A JOB CATEGORY MAY BE CLOSED TO WOMEN ONLY IF THERE IS FACTUAL BASIS FOR BELIEF THAT SUBSTANTIALLY ALL WOMEN WOULD BE UNABLE TO PERFORM SAFELY AND EFFICIENTLY THE DUTIES REQUIRED.
GEORGIA LAW REVIEW, 4 (WINTER, 1970), 417-427

THIS IS AN EXTENSIVELY ANNOTATED REVIEW OF THE APPELLATE COURT DECISION IN WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY, A LANDMARK CASE DEALING WITH THE CONFLICT BETWEEN A STATE WEIGHTLIFTING LAW APPLICABLE TO WORKING WOMEN ONLY AND TITLE VII.

WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
BFOQ EXEMPTION
TITLE VII
PROTECTIVE LAWS

7.3

75036

RECENT DECISIONS: CIVIL RIGHTS --JOB DISCRIMINATION BY SEX
DUQUESNE LAW REVIEW, 10 (SUMMER, 1972), 685-692

THIS NOTE IS A CRITICAL ANALYSIS OF KOBER VERSUS WESTINGHOUSE

7.5 LAW REVIEW ARTICLES

75036

ELECTRIC CORPORATION, 325. SUPP 467 (W. D. PA 1971), A PENNSYLVANIA CASE WHERE THE COURT OVERTURNED A STATE PROTECTIVE LAW ON THE BASIS THAT IT WAS IN CONFLICT WITH TITLE VII AND TITLE VII PREVAILED BY REASON OF THE SUPREMACY CLAUSE. THE ARTICLE AGREES WITH THE RESULT, BUT NOT THE REASONING OF THE CASE. OTHER CASES USED FOR COMPARISON ARE BOWE VERSUS COLGATE-PALMOLIVE COMPANY, WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY AND ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY.

TITLE VII
BFOQ EXEMPTION
SUPREMACY CLAUSE
KOBER VERSUS WESTINGHOUSE ELECTRIC CORPORATION
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY
PROTECTIVE LAWS

7.3

75037

REMEDIES AGAINST UNIONS UNDER THE EQUAL PAY ACT OF 1963: THE ROLE OF THE COURT
MARYLAND LAW REVIEW, 31 (1971), 365-382

THIS NOTE IS A CRITICAL ANALYSIS OF HODGSON VERSUS SAGNER, INC, A CASE WHERE THE COURT AWARDED MONETARY DAMAGES DUE UNDER THE EQUAL PAY ACT AGAINST THE UNION AS WELL AS AGAINST THE COMPANY. THE COURT FASHIONED A REMEDY OUT OF ITS GENERAL EQUITY POWER SINCE POWER TO HOLD THE UNION RESPONSIBLE FOR A MONEY JUDGMENT WAS NOT SPECIFICALLY PROVIDED BY THE ACT.

EQUAL PAY ACT
HODGSON VERSUS SAGNER, INC.
UNIONS

4.4, 7.1, 7.3

75038

SANGERMAN, HARRY
A LOOK AT THE EQUAL PAY ACT IN PRACTICE
LABOR LAW JOURNAL, 22 (MAY, 1971), 259-265

THE ARTICLE BEGINS WITH A BRIEF DISCUSSION OF MALE CHAUVINISM IN THE JUDICIARY, THEN DISCUSSES THE PROVISIONS OF THE EQUAL PAY

7.5 LAW REVIEW ARTICLES

75038

ACT AND THEIR INTERPRETATION IN RECENT COURT DECISIONS, INCLUDING SCHULTZ VERSUS FIRST VICTORIA NATIONAL BANK, SCHULTZ VERSUS WHEATON GLASS COMPANY, SCHULTZ VERSUS AMERICAN CAN COMPANY -- DIXIE PRODUCTS, AND HODGSON VERSUS BROOKHAVEN GENERAL HOSPITAL.

EQUAL PAY ACT
SCHULTZ VERSUS FIRST VICTORIA NATIONAL BANK
SCHULTZ VERSUS WHEATON GLASS COMPANY
SCHULTZ VERSUS AMERICAN CAN COMPANY -- DIXIE PRODUCTS
HODGSON VERSUS BROOKHAVEN GENERAL HOSPITAL

4.4, 7.1, 7.3

75039

SEIDENBERG, FAITH A.
THE SUBMISSIVE MAJORITY: MODERN TRENDS IN THE LAW CONCERNING WOMEN'S RIGHTS.
CORNELL LAW REVIEW, 55 (JANUARY, 1970), 262-272.

ONLY ABOUT FOUR PAGES OF THE ARTICLE DEAL WITH EMPLOYMENT PROBLEMS OF WOMEN. WRITING FROM A FEMINIST POINT OF VIEW THE AUTHOR CITES SEVERAL LEADING CAUSES, BUT SOME OF THEM WERE ON APPEAL FROM DECISIONS ADVERSE TO WOMEN AT THE TIME AND THUS THE DISCUSSION COULD MISLEAD AN UNINFORMED READER.

PROTECTIVE LAWS
HELP-WANTED ADVERTISING
TITLE VII
WOMEN'S RIGHTS

7.0

75040

SELF DEFENSE FOR WOMEN LAWYERS: ENFORCEMENT OF EMPLOYMENT RIGHTS.
UNIVERSITY OF MICHIGAN JOURNAL OF LAW REFORM, 5 (FALL, 1970), 139-167.

THE ARTICLE IS BOTH IN ADVOCACY OF SUITS BY WOMEN LAWYERS WHO EXPERIENCE EMPLOYMENT DISCRIMINATION AND A KIND OF HOW TO FOR SUCH WOMEN WHO WISH TO PRESS SUITS. THE ARTICLE CONSIDERS THE PROBABLE EFFECT OF TITLE VII IN TWO SITUATIONS: 1) WHERE THE WOMAN LAWYER IS DISCRIMINATED AGAINST AS A JOB APPLICANT; AND 2) WHERE SHE IS DISCRIMINATED AGAINST AS AN ALREADY-HIRED EMPLOYEE. SEVERAL LEADING CASES ARE CITED, AND CONSIDERABLE TIME IS SPENT ON PHILLIPS VERSUS MARTIN MARIETTA.

7.5 LAW REVIEW ARTICLES

75040

TITLE VII
WOMEN LAWYERS
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION

5.1

75041

SEX DISCRIMINATION IN EMPLOYMENT, OR, CAN NETTIE PLAY PROFESSIONAL FOOTBALL.
UNIVERSITY OF SAN FRANCISCO LAW REVIEW, 4 (APRIL, 1970), 323-353.

A WELL-RESEARCHED COMMENTARY BY A LAW STUDENT WHICH CONSIDERS THE FOLLOWING FACETS OF SEX DISCRIMINATION IN EMPLOYMENT: 1) THE HISTORICAL LEGAL PERSPECTIVE (GOOD DISCUSSION OF EARLY CONSTITUTIONAL LAW CASES LIKE LOCHNER VERSUS NEW YORK AND MULLER VERSUS OREGON); 2)A BRIEF ANALYSIS OF SEX DISCRIMINATION UNDER TITLE VII; 3) EEOC DECISIONS, IN SUCH AREAS AS AIRLINES, JOBS TRADITIONALLY CLASSIFIED BY SEX, RETIREMENT DISCRIMINATION, PROFIT-SHARING, REST PERIODS AND PROTECTIVE LEGISLATION; AND 4) COURT DECISIONS UP TO 1970 (MANY CITED WERE APPEALED AND LATER REVERSED WITH MORE FAVORABLE RESULTS TO WOMEN)

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
TITLE VII
BENEFIT PLANS
EEOC DECISIONS
LOCHNER VERSUS NEW YORK
MULLER VERSUS OREGON

4.5

75042

STRIKING DOWN THE LEGAL BASTION OF MATERNAL PROTECTION
ALBANY LAW REVIEW, 36 (SPRING, 1972), 589-598.

THIS NOTE ARTICLE REVIEWS THE DECISION IN COHEN VERSUS CHESTERFIELD COUNTY SCHOOL BOARD, WHERE A SCHOOL DISTRICT POLICY REQUIRING PREGNANT WOMEN TO LEAVE THEIR JOBS AT THE END OF THE FIFTH MONTH OF PREGNANCY WAS HELD TO BE A VIOLATION OF THE 14TH AMENDMENT'S EQUAL PROTECTION CLAUSE. THE ARTICLE EXAMINES THE HISTORICAL BACKGROUND OF JUDICIAL OPINIONS BASED ON WOMEN'S CHILD BEARING ROLE. THE CASE HAS SINCE BEEN APPEALED.

COHEN VERSUS CHESTERFIELD COUNTY BOARD OF EDUCATION
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

7.5 LAW REVIEW ARTICLES

75042

MATERNITY LEAVE

4.5, 6.2

75043

SYMPOSIUM ON THE LEGAL RIGHTS OF WOMEN.
NEW YORK LAW FORUM, 17 (1971), 335-597.

THE SYMPOSIUM INCLUDES THE FOLLOWING ARTICLES: I. THE PHOENIX OF ABORTIONAL FREEDOM, BY CYRIL C. MEANS, JUNIOR, P.335; II. ABORTION AND PUBLIC POLICY, BY EMILY C. MOORE, P.411; III. SEX DISCRIMINATION IN EMPLOYMENT - CAN WE LEGISLATE A SOLUTION? BY THOMAS E. MURPHY, P.437; IV. CHILDBIRTH AND CHILD REARING LEAVE: JOB RELATED BENEFITS, BY ELIZABETH DUNCAN KOONTZ, P.480; V. DISCRIMINATORY ASPECTS OF STATE PROTECTIVE LEGISLATION, BY PATRICIA A. WILLIAMS, P.503; VI. EQUAL JUSTICE FOR WOMEN-UPDATE THE CONSTITUTION, BY MARGUERITE RAWALT, P.258; VII. DOES THE LAW'S REASONABLE MAN EMBRACE THE REASONABLE WOMAN? BY FANNIE G. KLEIN, P.543; VIII. SURNAMES OF MARRIED WOMEN AND LEGITIMATE CHILDREN, BY KATHLEEN A. CARLSSON P.552; AND IX. EQUAL PROTECTION FOR JUVENILE GIRLS IN NEED OF SUPERVISION IN NEW YORK STATE, BY SARAH GOLD, P.570

ABORTION
WOMEN'S RIGHTS
DISCRIMINATION CONFERENCES
PROTECTIVE LAWS

7.0

75044

SYMPOSIUM: WOMENS RIGHTS.
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 1-315.

ARTICLES IN THIS SYMPOSIUM ISSUE INCLUDE: I. THE LAW MUST REFLECT THE NEW IMAGE OF WOMEN, BY MARTHA GRIFFITHS, P. 1; II. FEDERAL COMMUNICATIONS LAW AND WOMEN'S RIGHTS: WOMEN IN THE WASTELAND FIGHT BACK, BY NANCY STANLEY, P.15; III. QUESTIONS OF EXCLUSION AND EXCEPTION UNDER TITLE VII-SEX-PLUS AND THE BFOQ, BY JAMES OLDHAM, P.55; IV. WOMEN'S LEGAL EMPLOYMENT RIGHTS AND THEIR APPLICATION IN THE ARBITRAL PROCESS, BY ELIOT LANDAU AND KERMIT DUNAHOO, P.95; V. ABORTIONS FOR POOR AND NONWHITE WOMEN: A DENIAL OF EQUAL PROTECTION?, BY ALAN CHARLES AND SUSAN ALEXANDER P.147; VI. WOMEN AS LITIGANTS, BY STUART NAGEL AND LENORE WEITZMAN, P.171; VII. WOMEN AND THE DRAFT: A RESPONSE TO CRITICS OF THE

7.5 LAW REVIEW ARTICLES

75044

EQUAL RIGHTS AMENDMENT, BY MARICLAIRE HALE AND LEO KANOWITZ, P.199; VIII. HELP WANTED ADVERTISING-EVERYWOMAN'S BARRIER, BY ELIZABETH BOYER, P.221; IX. AND THEN THERE WERE TWO, BY MARIJA MATICH HUGHES, P.233; X. HOW MUCH OF A PARTNERSHIP IS MARRIAGE?, BY ISABELLA GRANT, P.249; XI. MARITAL VIOLENCE: THE LEGAL SOLUTIONS, BY ELIZABETH TRUNINGER, P.259; XII. SEX DISCRIMINATION IN GOVERNMENT BENEFIT PROGRAMS, BY COLQUITT M. WALKER; P.277; XIII. NOTE: UNION LIABILITY FOR SEX DISCRIMINATION, P.295; AND XIV. CASE NOTE: SAIL'ER INN, INCORPORATED VERSUS KIRBY, P.311. ARTICLES I, III, IV, VII, VIII, XII, XIII, AND XIV ARE OF PARTICULAR INTEREST.

WOMEN'S RIGHTS
DISCRIMINATION CONFERENCES
LABOR UNIONS

7.0

75045

THE ELIMINATION OF SEX DISCRIMINATION IN EMPLOYMENT: ALTERNATIVES TO A CONSTITUTIONAL AMENDMENT.
BOSTON COLLEGE INDUSTRIAL AND COMMERCIAL LAW REVIEW, 12 (MARCH, 1971), 723-736.

THIS ARTICLE ARGUES AGAINST ADOPTION OF THE EQUAL RIGHTS AMENDMENT AS A SOLUTION TO SEX DISCRIMINATION IN EMPLOYMENT. INSTEAD, IT RECOMMENDS STRENGTHENING OF THE EEOC BY GIVING IT THE RIGHT TO BRING SUIT (WHICH HAS SINCE OCCURRED) AND UTILIZATION OF A SECTION OF TITLE VII GIVING THE ATTORNEY GENERAL THE RIGHT TO BRING PATTERN AND PRACTICE SUITS. IN ADDITION, IT SUGGESTS RELIEF MIGHT BE HAD THROUGH THE LABOR MANAGEMENT RELATIONS ACT WHICH IMPOSES A DUTY OF 'FAIR REPRESENTATION' OF ALL MEMBERS UPON UNIONS.

EQUAL RIGHTS AMENDMENT
TITLE VII
EEOC
LMRA

4.4

75046

TOLAN, T.L. JUNIOR
DISCRIMINATION: SEX AND AGE QUESTIONS.
PROCEEDINGS OF NEW YORK UNIVERSITY TWENTY FIRST ANNUAL CONFERENCE

7.5 LAW REVIEW ARTICLES

75046

ON LABOR. (1968), 59-76.

THE ARTICLE COMPARES THE COVERAGE OF TITLE VII TO THAT OF THE EQUAL PAY ACT IN SUCH AREAS AS RETIREMENT PLANS, INDUSTRIAL BENEFIT PLANS AND MATERNITY BENEFITS. IT DISCUSSES TITLE VII IMPACT ON STATE PROTECTIVE LAWS AND DEVOTES MUCH SPACE TO CRITICIZING AN INTERPRETATION OF THE EQUAL PAY ACT THAT REQUIRES WOMEN'S WAGES TO BE RAISED. SHORT SECTIONS ARE DEVOTED TO UNION LIABILITY AND ENFORCEMENT PROCEDURES UNDER THE TWO ACTS.

TITLE VII
EQUAL PAY ACT
BENEFIT PLANS
UNIONS

4.3, 4.4, 7.1

75047

WALKER, COLQUITT M.
SEX DISCRIMINATION IN GOVERNMENT BENEFIT PROGRAMS.
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 277-294.

THE ARTICLE ARGUES THAT GOVERNMENT BENEFIT PROGRAMS REFLECT THE SAME SOCIAL AND FINANCIAL INEQUITIES BETWEEN MEN AND WOMEN WHICH EXIST IN EMPLOYMENT. THE AUTHOR IDENTIFIES SEX DISCRIMINATION IN SELECTED FORMS OF PUBLIC ASSISTANCE, INCLUDING THE FEDERAL OLD-AGE SURVIVORS AND DISABILITY INSURANCE, UNEMPLOYMENT INSURANCE AND AID TO THE PERMANENTLY AND TOTALLY DISABLED PROGRAMS.

BENEFIT PLANS

7.1, 7.2

75048

WILCOX, JONATHAN J.
SEX DISCRIMINATION PROVISIONS OF TITLE VII: A MATURING CONTROVERSY.
PACIFIC LAW JOURNAL, 3 (JANUARY, 1972), 37-62.

THE ARTICLE PRESENTS AN OVERVIEW OF RECENT CASES ON SEX DISCRIMINATION IN EMPLOYMENT, WITH PARTICULAR ATTENTION GIVEN TO CALIFORNIA. PROVISIONS OF TITLE VII, ESPECIALLY THE ONE ESTABLISHING THE B.F.O.Q. EXEMPTION, ARE ANALYZED IN DEPTH, AND E.E.O.C. INTERPRETATIONS ARE DISCUSSED. THE JUDICIAL APPROACH IS ILLUSTRATED WITH AN ANALYSIS OF BOWE VERSUS COLGATE-PALMOLIVE COMPANY, WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY, ROSENFELD VERSUS

BEST COPY AVAILABLE

7.5 LAW REVIEW ARTICLES

75048

SOUTHERN PACIFIC, AND PHILLIPS VERSUS MARTIN-MARIETTA. HISTORICAL FOURTEENTH AMENDMENT EQUAL PROTECTION CLAUSE CASES (LIKE MULLER VERSUS OREGON) ARE COMPARED TO SAIL'ER INN VERSUS KIRBY, A LANDMARK CALIFORNIA CASE.

PROTECTIVE LAWS
TITLE VII
EEOC GUIDELINES
BFOQ EXEMPTION
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
MULLER VERSUS OREGON
SAIL'ER INN, INCORPORATED VERSUS KIRBY

7.1

75049

KENNEDY, JOSEPH P.
SEX DISCRIMINATION: STATE PROTECTIVE LAWS SINCE TITLE VII.
NOTRE DAME LAWYER, 47 (FEBRUARY, 1972), 514-549

THE ARTICLE IS DIVIDED INTO SEVEN SECTIONS: 1) A CLASSIFICATION OF PRESENT STATE PROTECTIVE LAWS IN RESTRICTING, PROHIBITING AND CONFERRING (A BENEFIT) LEGISLATION; 2) A SUMMARY OF JUDICIAL TREATMENT OF STATE PROTECTIVE LAWS PRIOR TO THE ENACTMENT OF TITLE VII; 3) AN ANALYSIS OF TITLE VII AND THE EEOC'S POSITION IN THIS AREA; 4) A SURVEY OF RECENT DEVELOPMENTS IN THE LAW (INCLUDING RECENT COURT CASES); 5) AN ANALYSIS OF ARGUMENTS AGAINST SUCH LAWS; 6) CONFERRING LAWS; AND 7) A DISCUSSION ON WHETHER RESTRICTIVE LAWS ARE INVALID ON THEIR FACE. PARTS (2) AND (4) ARE ESPECIALLY COMPREHENSIVE AND VALUABLE TO THE RESEARCHER INTERESTED IN THIS AREA. MOST, IF NOT ALL, LANDMARK CASES ARE DISCUSSED.

TITLE VII
STATE PROTECTIVE LAWS
BFOQ EXEMPTION
EEOC GUIDELINES
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
STATE FAIR EMPLOYMENT LAWS
BRADWELL VERSUS STATE
MULLER VERSUS OREGON
GOESAERT VERSUS CLEARY

7.5 LAW REVIEW ARTICLES

75049

WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY
RICHARDS VERSUS GRIFFITH RUBBER MILLS
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
CATERPILLAR TRACTOR COMPANY VERSUS GRABIEC
LOCAL 246, UTILITY WORKERS UNION OF AMERICA VERSUS SO. CALIF. EDISON CO.
GARNEAU VERSUS RAYTHEON COMPANY
KOBER VERSUS WESTINGHOUSE ELECTRIC CORPORATION
RIDINGER VERSUS GENERAL MOTORS COMPANY
GENERAL ELECTRIC COMPANY VERSUS HUGHES
MENGELKOCH VERSUS INDUSTRIAL WELFARE COMMISSION
MCCRIMMON VERSUS DALEY
KRAUSS VERSUS SACRAMENTO INN
PATERSON TAVERN & GRILL OWNERS ASSN, INC. VERSUS BOROUGH OF HAWTHORNE
SAIL'ER INN, INCORPORATED VERSUS KIRBY
SCHATTMAN VERSUS TEXAS EMPLOYMENT COMMISSION
LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION
COHEN VERSUS CHESTERFIELD COUNTY BOARD OF EDUCATION

7.2

75050

KANOWITZ, LEO
SEX-BASED DISCRIMINATION IN AMERICAN LAW, PT. III: TITLE VII OF THE 1964 CIVIL RIGHTS ACT AND THE EQUAL PAY ACT OF 1963.
HASTINGS LAW JOURNAL, 20 (NOVEMBER, 1968), 305-360.

PROBABLY THE MOST COMPREHENSIVE AND SCHOLARLY TREATMENT OF THESE TWO LAWS GENERALLY AVAILABLE. MANY OF THE CASES CITED, HOWEVER, HAVE SINCE BEEN APPEALED AND THE DECISIONS REVERSED, AND THE RAPIDITY WITH WHICH THE LAW IS CHANGING IN THIS AREA SHOULD BE BORNE IN MIND BY THE READER. THE ARTICLE LATER APPEARED AS PART OF A BOOK WOMEN AND THE LAW, THE UNFINISHED REVOLUTION.

TITLE VII
EQUAL PAY ACT
UNIONS
WOMEN AND THE LAW

4.5, 7.1

75051

WILLIAMS, PATRICIA A.
DISCRIMINATORY ASPECTS OF STATE PROTECTIVE LEGISLATION.
NEW YORK LAW FORUM, 17 (1971), 503-527.

7.5 LAW REVIEW ARTICLES

75051

THE ARTICLE COMPARES PROTECTIVE LABOR LAWS IN FOUR STATES, CONNECTICUT, MASSACHUSETTS, NEW JERSEY AND NEW YORK, IN THE CATEGORIES OF OCCUPATIONAL PROHIBITIONS, WEIGHTLIFTING RESTRICTIONS, NIGHTWORK, HOURS, CHILDBIRTH, AND BENEFITS AND LISTS SOME OF THE EXCEPTIONS INCLUDED IN THE LAWS. IT DISCUSSES TITLE VII EFFECT ON PROTECTIVE LAWS, CONSTITUTIONAL ASPECTS OF THE ISSUE, AND DISCUSSES SOME CURRENT COURT CASES. IT MAKES SOME SUGGESTIONS FOR SOLUTIONS TO THE PROBLEMS POSED BY PROTECTIVE LAWS AND CONCLUDES BY CALLING FOR MEANINGFUL PROTECTION FOR ALL WORKERS.

PROTECTIVE LAWS
TITLE VII
EEOC GUIDELINES
CONSTITUTIONAL LAW
GARNEAU VERSUS RAYTHEON COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY

7.2

75052

WOMEN AND THE LAW-A SYMPOSIUM.
RUTGERS LAW REVIEW, 25 (FALL, 1970), 1-78.

FOLLOWING AN INTRODUCTION BY RUTH BADER GINSBURG, THESE ARTICLES ARE CONTAINED IN THIS SYMPOSIUM: I. EPSTEIN, CYNTHIA; THE DOCILE MAJORITY: BRIDGING THE GAP; (P.12 DESCRIBING SEX DISCRIMINATION IN THE PROFESSIONS;) II. NORTON, ELEANOR HOLMES; FOR SADIE AND MAUDE; (P.21 AN OPINION ESSAY ON BLACK WOMEN AND BLACK FAMILY LIFE;) III. HODES, W. WILLIAM; WOMEN AND THE CONSTITUTION: SOME LEGAL HISTORY AND A NEW APPROACH TO THE NINETEENTH AMENDMENT; (P.26 DISCUSSES SOME EARLY EMPLOYMENT CASES UNDER THE FOURTEENTH AMENDMENT, BUT CONCENTRATES ON VOTING AND OTHER CITIZENSHIP RIGHTS;) IV. SASSOWER, DORIS L.; THE LEGAL PROFESSION AND WOMEN'S RIGHTS; (P.54 DESCRIBES THE SITUATION, URGES REFORM;) V. COOPER, GEORGE; WORKING WIVES AND THE TAX LAW; (P.67-75; THIS ARTICLE IS OF PARTICULAR IMPORTANCE TO RESEARCHERS INTERESTED IN LEGISLATION AFFECTING WORKING WOMEN.) THERE IS ALSO AN APPENDIX DEALING WITH THE STATUS OF WOMEN IN AMERICAN LAW SCHOOLS.

TAX LAWS
LEGISLATION

7.5 LAW REVIEW ARTICLES

75052

5.1, 6.4, 7.0

75053

LABOR LAW-CIVIL RIGHTS ACT OF 1964-SEX DISCRIMINATION AND THE BONA FIDE OCCUPATIONAL QUALIFICATION (DIAZ VERSUS PAN AM WORLD AIRWAYS, INC. 311F. SUPP. 559).
BOSTON COLLEGE INDUSTRIAL AND COMMERCIAL LAW REVIEW, 12 (MARCH 1971) 747-755.

THE ARTICLE EVALUATES WITH APPROVAL THE DECISION IN DIAZ VERSUS PAN AM WORLD AIRWAYS, WHERE THE COURT ALLOWED THE NON-MECHANICAL TEST OF CUSTOMER PREFERENCE TO BE THE BASIS FOR A BONA FIDE OCCUPATIONAL QUALIFICATION BASED ON SEX. ONE MONTH AFTER PUBLICATION OF THIS ARTICLE, AN APPELLATE COURT OVERTURNED THE LOWER COURT DECISION IN DIAZ.

TITLE VII
DIAZ VERSUS PAN AMERICAN WORLD AIRWAYS, INC.

7.3, 7.1

75054

CIVIL RIGHTS: JUDICIAL INTERPRETATION OF BONA FIDE OCCUPATIONAL QUALIFICATION EXCEPTION OF 1964 CIVIL RIGHTS ACT.
MINNESOTA LAW REVIEW, 52 (APRIL, 1968), 1091-1099.

A CRITICAL REVIEW OF THE LOWER COURT RULING IN BOWE VERSUS COLGATE PALMOLIVE COMPANY, A LANDMARK CASE IN THE INTERPRETATION OF THE BFOQ EXEMPTION OF TITLE VII. THE LOWER COURT RULING WAS SUBSEQUENTLY REVERSED BY AN APPELLATE DECISION MUCH MORE FAVORABLE TOWARD WOMEN.

BOWE VERSUS COLGATE-PALMOLIVE COMPANY
BFOQ EXEMPTION
TITLE VII
WEIGHTLIFTING RESTRICTIONS

7.3

75055

SAIL'ER INN, INCORPORATED VERSUS KIRBY;
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 311-315.

THIS STUDENT NOTE REVIEWS THE FAR-RANGING DECISION IN THE

7.5 LAW REVIEW ARTICLES

75055

LANDMARK CALIFORNIA CASE, SAIL'ER INN, INCORPORATED VERSUS KIRBY, WHICH INVALIDATED A STATE LAW PROHIBITING WOMEN BARTENDERS ON THE BASIS THAT SEX SHOULD BE TREATED AS A SUSPECT CATEGORY WHEN STATE LAWS ARE MEASURED AGAINST THE EQUAL PROTECTION CLAUSE OF THE FOURTEENTH AMENDMENT.

PROTECTIVE LAWS
TITLE VII
FOURTEENTH AMENDMENT
SAIL'ER INN, INCORPORATED VERSUS KIRBY

7.3,5.5

75056

THE EQUAL PAY ACT OF 1963: THE LONG ARM OF THE FEDERAL GOVERNMENT.
UNIVERSITY OF ILLINOIS LAW FORUM, 1967 (SPRING, 1967), 202-208.

THE ARTICLE CRITICIZES THE EQUAL PAY ACT, CITING AS FACT WHAT ARE ACTUALLY STEREOTYPED PREJUDICES ABOUT WOMEN, SUCH AS THE INSTABILITY OF WOMEN WORKERS. IT REVIEWS TWO EARLY CASES, WIRTZ VERSUS BASIC, INCORPORATED AND KILPATRICK VERSUS SWEET.

EQUAL PAY ACT
WIRTZ VERSUS BASIC, INCORPORATED
KILPATRICK VERSUS SWEET
SEX-ROLE STEREOTYPES

7.1,4.5

75057

SEX AS A BONA FIDE OCCUPATIONAL QUALIFICATION.
UTAH LAW REVIEW, 1968 (SEPTEMBER, 1968), 395-405.

THIS IS AN OBSOLETE ARTICLE OFFERING THE AUTHOR'S INTERPRETATION OF THE PHRASE: 'BONA FIDE OCCUPATIONAL QUALIFICATION REASONABLY NECESSARY TO THE NORMAL OPERATION OF THAT PARTICULAR BUSINESS OR ENTERPRISE,' CONTAINED IN TITLE VII OF THE 1964 CIVIL ACT.

TITLE VII
BFOQ EXEMPTION

7.1

75058

7.5 LAW REVIEW ARTICLES

75058

SEX DISCRIMINATION: STATE PROTECTIVE LAWS VERSUS TITLE VII
OF THE CIVIL RIGHTS ACT OF 1964.
UNIVERSITY OF ILLINOIS LAW FORUM, 1968 (FALL, 1968), 418-429.

THIS IS A WELL DOCUMENTED BRIEF ARTICLE ABOUT TITLE VII, INCLUDING LEGISLATIVE HISTORY, ANALYSIS OF THE LAW, HISTORY OF EEOC'S CHANGING GUIDELINES ON THE EFFECT OF TITLE VII ON STATE PRTOTECTIVE LAWS. IT ALSO CONTAINS A LENGTHY, CRITICAL ANALYSIS OF THE LOWER COURT'S DECISION IN THE BOWE VERSUS COLGATE-PALMOLIVE CASE. THE DECISION WAS SUBSEQUENTLY OVERTURNED BY A HIGHER COURT THAT REASONED SOMEWHAT LIKE THIS AUTHOR.

TITLE VII
EEOC GUIDELINES
PROTECTIVE LAWS
BOWE VERSUS COLGATE-PALMOLIVE COMPANY

7.1

75059

SEX DISCRIMINATION IN EMPLOYMENT: AN ATTEMPT TO INTERPRET TITLE VII
OF THE CIVIL RIGHTS ACT OF 1964.
DUKE LAW JOURNAL, 1968 (AUGUST, 1968), 671-724.

THE ARTICLE COMPARES THE EARLY CONFLICTING DECISIONS OF THE COURTS AND THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION INVOLVING TITLE VII WITH THE ACT'S LEGISLATIVE HISTORY. IT ALSO ATTEMPTS TO CONSTRUCT AN ANALYTICAL FRAMEWORK WITHIN WHICH THE MEANING OF THE SEX DISCRIMINATION BAN MAY BE DETERMINED. ALTHOUGH THE ARTICLE IS WELL-ANNOTATED AND THOROUGH IN ITS REASONING, THE PASSAGE OF TIME HAS RENDERED IT AN INACCURATE DEPICTION OF HOW THE LAW IS PRESENTLY INTERPRETED.

TITLE VII
EEOC GUIDELINES
LABOR ARBITRATION DECISIONS
BFOQ EXEMPTION
PROTECTIVE LAWS

7.1

75060

FUENTES, SONIA PRESSMAN
FEDERAL REMEDIAL SANCTIONS: FOCUS ON TITLE VII.
VALPARAISO UNIVERSITY LAW SCHOOL, 5 (1971), 374-395.

7.5 LAW REVIEW ARTICLES

75060

THE ARTICLE BEGINS BY LISTING THE FEDERAL LAWS AND EXECUTIVE ORDERS WHICH WERE AVAILABLE IN 1971 TO COMBAT SEX DISCRIMINATION IN EMPLOYMENT, THEN FOCUSSES ON THE RULINGS OF THE EEOC AND THE COURTS UNDER TITLE VII. AREAS EXPLORED ARE: JOB CLASSIFICATION AND THE BFOQ EXEMPTION, PROTECTIVE LAWS, HELP-WANTED ADVERTISING, MATERNITY LEAVES, AND INSURANCE COVERAGE. SOME OF THE MATERIAL IS OUTDATED DUE TO THE 1972 AMENDMENTS TO TITLE VII.

TITLE VII
EEOC
BFOQ EXEMPTION
PROTECTIVE LAWS
HELP-WANTED ADVERTISING
MATERNITY LEAVE
BENEFIT PLANS

7.1, 7.2

75061

BERGER, CARUTHERS GHOLSON
EQUAL PAY, EQUAL EMPLOYMENT OPPORTUNITY AND EQUAL ENFORCEMENT OF LAW FOR WOMEN.
VALPARAISO UNIVERSITY LAW SCHOOL, 5 (1971), 326-373.

THE ARTICLE PROCEEDS FROM THE BASIS THAT, IN A DEMOCRATIC CAPITALISTIC SYSTEM, THERE IS NO MORE IMPORTANT RIGHT THAN THE RIGHT TO WORK FOR A LIVELIHOOD. THE ARTICLE THEN EXAMINES IN DETAIL THE LEGISLATIVE HISTORY AND JUDICIAL ENFORCEMENT OF BOTH THE FEDERAL EQUAL PAY ACT AND TITLE VII. THE AUTHOR IS A SOLICITOR FOR THE U.S. DEPARTMENT OF LABOR.

EQUAL PAY ACT
TITLE VII

2.0, 4.3

75062

EASTWOOD, MARY
THE DOUBLE STANDARD OF JUSTICE: WOMEN'S RIGHTS UNDER THE CONSTITUTION.
VALPARAISO UNIVERSITY LAW REVIEW 5 (1971), 281-317.

THIS THOROUGH ARTICLE EXAMINES THE STANDARDS OF REVIEW UNDER THE FOURTEENTH AMENDMENT AS THEY HAVE BEEN DEVELOPED IN AMERICAN CASE LAW INVOLVING WOMEN AND CONCLUDES THAT AN EQUAL RIGHTS

7.5 LAW REVIEW ARTICLES

75062

AMENDMENT IS NEEDED. THE AUTHOR EXAMINES THE EFFECT OF THE COURT'S RULING IN MENGELKOCH VERSUS INDUSTRIAL WELFARE COMMISSION ON THE STANDARD SET BY MULLER VERSUS OREGON, THEN LISTS AND DISCUSSES A FIVE-POINT GUIDE FOR INTERPRETING THE EQUAL RIGHTS AMENDMENT IN VARIOUS AREAS, INCLUDING MILITARY SERVICE AND PROTECTIVE LAWS.

FOURTEENTH AMENDMENT
EQUAL RIGHTS AMENDMENT
MENGELKOCH VERSUS INDUSTRIAL WELFARE COMMISSION

7.1, 4.5, 7.3

75063

MURRAY, PAULI
ECONOMIC AND EDUCATIONAL INEQUALITY BASED ON SEX: AN OVERVIEW.
VALPARAISO UNIVERSITY LAW REVIEW. 5 (1971) 237-280.

THIS ARTICLE'S ANALYSIS OF ECONOMIC INEQUALITY IS A SUMMING UP OF INFORMATION FROM OTHER SOURCES, INCLUDING COMPARATIVE EARNINGS TABLES FOR 1969 FROM THE CENSUS BUREAU. THE EMPHASIS OF THE ARTICLE IS ON INEQUALITY IN EDUCATION, AND TOUCHES ON SUCH TOPICS AS DISCRIMINATORY ADMISSIONS POLICIES AND FINANCIAL ASSISTANCE, DISPARAGEMENT OF WOMEN, COLLEGE PLACEMENT SERVICES, FACULTY APPOINTMENTS, INCOME, PROMOTIONS AND TENURE, ANTI-NEPOTISM RULES, NO-INBRED-HIRING RULE AND THE TENURE SYSTEM. SHE EXAMINES THE REMEDIES THAT WERE THEN AVAILABLE TO FIGHT SEX DISCRIMINATION IN EDUCATION (THESE HAVE BEEN STRENGTHENED AND SUPPLEMENTED CONSIDERABLY SINCE THEN).

HIGHER EDUCATION
ECONOMICS
FEDERAL LAWS

3.0, 5.2, 4.3

75064

MURPHY, THOMAS E.
FEMALE WAGE DISCRIMINATION: A STUDY OF THE EQUAL PAY ACT 1963-1970.
UNIVERSITY OF CINCINNATI LAW REVIEW, 39 (FALL,1970), 615-649.

THE ARTICLE DELINEATES, FROM LABOR DEPARTMENT STATISTICS, EARNINGS GAP BETWEEN MEN AND WOMEN, THE PASSAGE, BASIC STRUCTURE AND OPERATION OF THE EQUAL PAY ACT. IT REVIEWS IN DEPTH THE LANDMARK CASE OF WIRTZ VERSUS WHEATON GLASS AND THEN EXAMINES EQUAL PAY CASES IN VARIOUS AREAS OF EMPLOYMENT, INCLUDING INDUSTRIAL MANUFACTURING, HOSPITALS, REST HOMES AND LABORATORIES, OFFICE,

7.5 LAW REVIEW ARTICLES

75064

CLERICAL AND SALES EMPLOYEES, BANKING INSTITUTIONS AND LABOR UNIONS.

EQUAL PAY ACT
WIRTZ VERSUS WHEATON GLASS
LABOR UNIONS

4.3,4.4.7.1

75065

ALLEN, A.DALE, JR.
WHAT TO DO ABOUT SEX DISCRIMINATION.
LABOR LAW JOURNAL, 21 (SEPTEMBER, 1970), 563-576.

THE ARTICLE REVIEWS LABOR ARBITRATION DECISIONS BEFORE AND AFTER THE EEOC ISSUED ITS AUGUST, 1969 GUIDELINES CONCERNING THE EFFECT OF TITLE VII ON STATE PROTECTIVE LAWS. THE 1969 GUIDELINES, STILL IN EFFECT FOUND STATE PROTECTIVE LAWS TO BE IN CONFLICT WITH TITLE VII. IT ALSO LISTS EEOC GUIDELINES FOR CERTAIN SPECIFIC SITUATIONS, INCLUDING SENIORITY LISTS, ACCOMMODATING OR TAILORING WORK FOR ONE SEX, FEMALE MINORS, EXPOSURE OF WOMEN TO ARGUMENTATION WITH MEN, REST PERIODS, SEPARATE FACILITIES, FAMILY CONSIDERATIONS, MEDICAL INSURANCE AND EQUAL PAY.

TITLE VII
EEOC GUIDELINES
PROTECTIVE LAWS
LABOR ARBITRATION DECISIONS
BENEFIT PLANS

7.0

75066

BOYER, ELISABETH
HELP-WANTED ADVERTISING-EVERYWOMAN'S BARRIER.
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 221-232.

THE ARTICLE DISCUSSES THE WAY IN WHICH SEX DISCRIMINATORY HELP-WANTED ADVERTISING PLAYS AN ACTIVE AND ILLEGAL ROLE IN PLACING ARTIFICIAL LIMITATIONS ON THE EMPLOYMENT OPPORTUNITIES AVAILABLE TO WOMEN. THE AUTHOR ESTABLISHES THE SEVERITY OF THE PROBLEM, DISCUSSES CURRENT EFFORTS TO ELIMINATE THE PRACTICE, AND SUGGESTS ALTERNATIVE APPROACHES FOR FUTURE ENFORCEMENT OF THE SPECIFIC TITLE VII PROHIBITION.

7.5 LAW REVIEW ARTICLES

75066

TITLE VII
HELP-WANTED ADVERTISING
COMMISSIONS
EMPLOYMENT OPPORTUNITIES

7.1

75067

RUBEN, ALAN MILES
WILLIS, BETTY J.
DISCRIMINATION AGAINST WOMEN IN EMPLOYMENT IN HIGHER EDUCATION.
CLEVELAND STATE LAW REVIEW, 20 (SEPTEMBER, 1971), 472-491.

USING CASE WESTERN RESERVE UNIVERSITY AND OHIO STATE UNIVERSITY AS CASES IN POINT, THE ARTICLE USES ITS OWN GATHERED STATISTICS TO EXAMINE THE PLIGHT OF WOMEN TEACHERS IN HIGHER EDUCATION. AFTER THUS ESTABLISHING THE EXISTENCE OF DISCRIMINATION, IT EXAMINES LAWS AVAILABLE FOR COMBATTING IT, INCLUDING TITLE VII, STATE FAIR EMPLOYMENT LEGISLATION, THE FOURTEENTH AMENDMENT AND THE CIVIL RIGHTS ACT OF 1866 AND THE FEDERAL CONTRACT COMPLIANCE PROGRAM (EXECUTIVE ORDERS 11246 AND 11375)

HIGHER EDUCATION
TITLE VII
STATE FAIR EMPLOYMENT LAWS
FOURTEENTH AMENDMENT
EXECUTIVE ORDERS

4.1, 5.2

75068

CIVIL RIGHTS ACT OF 1964: AN EXCEPTION TO PROHIBITIONS ON EMPLOYMENT DISCRIMINATION.
IOWA LAW REVIEW, 55 (DECEMBER 1969), 509-519.

THIS ARTICLE DISCUSSES TWO ALTERNATIVE STANDARDS FOR JUDGING THE SEX-PLUS THEORY IN TITLE VII CASES: THE HIRED GROUP PERCENTAGES TEST, AND THE EQUAL PROTECTION CONCEPT URGES ADOPTION OF THE LATTER.

SEX-PLUS DOCTRINE
TITLE VII
BFOQ

7.1

7.5 LAW REVIEW ARTICLES

75069

UNION LIABILITY FOR SEX DISCRIMINATION.
HASTINGS LAW JOURNAL, 23 (NOVEMBER, 1971), 295-309

THIS STUDENT NOTE EXAMINES DISCRIMINATION AGAINST WOMEN BY LABOR UNIONS AND CASES DECIDED UNDER THE EQUAL PAY ACT, TITLE VII AND THE NATIONAL LABOR RELATIONS ACT. A SHORT SECTION IS DEVOTED SPECIFICALLY TO CALIFORNIA STATUTORY REMEDIES. CASES CITED INCLUDE MURPHY VERSUS MILLER BREWING COMPANY AND NLRB VERSUS MIRAND FUEL COMPANY, THE LATTER A RACIAL DISCRIMINATION CASE.

LABOR UNIONS
EQUAL PAY ACT
TITLE VII
NLRA
NATIONAL LABOR RELATIONS BOARD
STATE LAWS
MURPHY VERSUS MILLER BREWING COMPANY

4.4, 7.1

75070

EQUAL RIGHTS FOR WOMEN: THE NEED FOR A NATIONAL POLICY.
INDIANA LAW JOURNAL, 46 (SPRING, 1971), 373-391.

THE ARTICLE CONSIDERS THE NEED FOR AN EQUAL RIGHTS AMENDMENT TO CORRECT DISCRIMINATION AGAINST WOMEN IN THE FIELD OF EMPLOYMENT. IT EXAMINES FEDERAL LEGISLATION, INCLUDING THE EQUAL PAY ACT AND TITLE VII, LEADING CASES UNDER TITLE VII, THE BFOQ EXCEPTION, STATE PROTECTIVE LAWS, THE FOURTEENTH AMENDMENT EQUAL PROTECTION CLAUSE AND CASES UNDER IT.

EQUAL RIGHTS AMENDMENT
EQUAL PAY ACT
TITLE VII
BFOQ EXEMPTION
PROTECTIVE LAWS
FOURTEENTH AMENDMENT
BOWE VERSUS COLGATE-PALMOLIVE COMPANY
CHEATWOOD VERSUS SOUTH CENTRAL BELL TELEPHONE AND TELEGRAPH
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY

7.1

75071

7.5 LAW REVIEW ARTICLES

75071

GROSS, BEVERLY
SEX DISCRIMINATION IN EMPLOYMENT.
NEW YORK STATE BAR JOURNAL, 43 (DECEMBER, 1971), 523-528

THIS BRIEF ARTICLE GIVES A GENERAL OVERVIEW OF DISCRIMINATION AGAINST WORKING WOMEN BY CITING LABOR DEPARTMENT STATISTICS ON EARNINGS AND PERCENTAGES OF WOMEN IN VARIOUS JOB CATEGORIES. ONE LONG PARAGRAPH DISCUSSES DISCRIMINATION AGAINST WOMEN IN THE UNION MOVEMENT. ERRONEOUS STEREOTYPING, SUCH AS THE ABSENTEE RATE OF WOMEN WORKERS IS PUT TO REST. TITLE VII, THE EQUAL PAY ACT, STATE FAIR EMPLOYMENT PRACTICES ACTS AND THE NATIONAL LABOR RELATIONS BOARD ARE MENTIONED.

TITLE VII
EQUAL PAY ACT
STATE FAIR EMPLOYMENT LAWS
NATIONAL LABOR RELATIONS BOARD
UNIONS
SEX-ROLE STEREOTYPES

4.5, 4.4

75072

NUSSBAUM, JOYCE M.
TAX STRUCTURE AND DISCRIMINATION AGAINST WORKING WIVES.
25 (JUNE, 1972) 183-191.

THIS ARTICLE DESCRIBES WHAT IT CALLS THE TAX COST OF MARRIAGE IMPOSED ON FAMILIES IN WHICH BOTH HUSBAND AND WIFE WORK. IT ANALYZES THE CIRCUMSTANCES IN WHICH A TAX COST IS IMPOSED ON MARRIAGE, DEFINES THE SOURCES OF THE COST AND ESTIMATES ITS MAGNITUDE. TABLES ARE USED TO ILLUSTRATE THE TAX COST OF MARRIAGE FOR FAMILIES WHO USE THE STANDARD DEDUCTION AND THOSE WHO ITEMIZE DEDUCTIONS BEFORE AND AFTER THE REVENUE ACT OF 1971. FINALLY THE ARTICLE SUGGESTS MEANS FOR ELIMINATING OR REDUCING THIS COST.

TAX LAWS

4.1, 6.2, 4.3

75073

SEX DISCRIMINATION AND EQUAL PROTECTION: DO WE NEED A CONSTITUTIONAL AMENDMENT?
HARVARD LAW REVIEW, 81 (APRIL, 1971), 1499-1524.

7.5 LAW REVIEW ARTICLES

75073

ONLY PARTS OF THE ARTICLE DEAL SPECIFICALLY WITH EMPLOYMENT PROBLEMS. THE LARGEST PART REVIEWS GOESAERT VERSUS CLEARY AND MULLER VERSUS OREGON, DECISIONS BASED ON THE FOURTEENTH AMENDMENT. THE ARTICLE CLARIFIES THE LIMITATIONS OF THE FOURTEENTH AMENDMENT IN DEALING WITH SEX DISCRIMINATION AND EVALUATES VARIOUS METHODS FOR OVERCOMING IT. IT DOES NOT FAVOR THE EQUAL RIGHTS AMENDMENT AS IT WAS FINALLY PASSED.

EQUAL RIGHTS AMENDMENT
FOURTEENTH AMENDMENT
GOESAERT VERSUS CLEARY
MULLER VERSUS OREGON

75074

BAYH, BIRCH
EQUAL RIGHTS AMENDMENT.
INDIANA LAW REVIEW. 6 (1972), 1-18

THIS ARTICLE, BY THE SENATE'S CHIEF SPONSOR OF THE AMENDMENT, CONTAINS THE CAREFULLY CONSIDERED CONCLUSIONS OF THE SENATE JUDICIARY COMMITTEE AS TO THE RAMIFICATIONS OF THE AMENDMENT FOR THE AMERICAN LEGAL SYSTEM. IT CONTAINS A SECTION ON THE LEGISLATIVE HISTORY OF THE AMENDMENT AND ONE ON THE NEED FOR THE ERA. THIS LATTER SECTION DISCUSSES DISCRIMINATION AGAINST WOMEN IN VARIOUS AREAS, INCLUDING BUSINESS AND LABOR. A THIRD SECTION CONSIDERS THE EFFECT OF THE ERA IN VARIOUS AREAS, INCLUDING MILITARY SERVICE AND LABOR LEGISLATION.

EQUAL RIGHTS AMENDMENT
MILITARY DRAFT
PROTECTIVE LAWS

5.4, 2.0, 7.1

75075

LEXCEN, ESTHER HELMS
EQUAL RIGHTS AMENDMENT.
FEDERAL BAR JOURNAL, 31 (SUMMER, 1972), 247-257.

THIS ARTICLE ARGUES THAT THE TIME FOR THE U.S. CONSTITUTION TO ESTABLISH EQUAL RIGHTS UNDER THE LAW FOR MEN AND WOMEN IS LONG OVERDUE. BRIEFLY, THE ARTICLE TOUCHES ON THE FOLLOWING TOPICS RELEVANT TO WORKING WOMEN: EQUAL EMPLOYMENT AND TITLE

7.5 LAW REVIEW ARTICLES

75075

VII, MILITARY SERVICE, MATERNITY LEAVE AND DAY CARE CENTERS FOR WORKING WOMEN.

EQUAL RIGHTS AMENDMENT
TITLE VII
MILITARY DRAFT
MATERNITY LEAVE
CHILD CARE

7.1

75076

SEDLER, ROBERT ALLEN
LEGAL DIMENSIONS OF WOMENS LIBERATION: AN OVERVIEW
INDIANA LAW JOURNAL. 47 (SPRING, 1971), 419-456.

IF WOMEN ARE TO HAVE THE FREEDOM TO CHOOSE THEIR LIFE ROLE, THE LAW MUST MAKE SEXUAL EQUALITY AN OFFICIALLY APPROVED SOCIETAL VALUE AND MUST REMOVE SEXUAL BIASES FROM WITHIN ITSELF, ACCORDING TO THIS ARTICLE. THIS GENERALIZED ARTICLE CONTAINS A SECTION ON EQUALITY OF EMPLOYMENT OPPORTUNITY IN WHICH ARE REVIEWED SOME LANDMARK TITLE VII AND EQUAL PROTECTION CASES.

TITLE VII
EQUAL RIGHTS AMENDMENT
DISCRIMINATION

4.5, 7.1

75077

KRAUSKOPF, JOAN M.
SEX DISCRIMINATION - ANOTHER SHIBBOLETH LEGALLY SHATTERED.
MISSOURI LAW REVIEW. 37 (SUMMER, 1972), 377-408.

MOST OF THIS ARTICLE DEALS WITH SEX DISCRIMINATION IN EMPLOYMENT AND ITS REMEDIES. REMEDIES REVIEWED INCLUDE THE FOURTEENTH AMENDMENT, THE EQUAL RIGHTS AMENDMENT, EQUAL PAY LEGISLATION, TITLE VII AND THE EEOC AND THE EXECUTIVE ORDERS. THE ARTICLE RECOUNTS CONCRETE ACTION THAT HAS ALREADY BEEN TAKEN UNDER THE AVAILABLE REMEDIES.

FOURTEENTH AMENDMENT
EQUAL RIGHTS AMENDMENT
EQUAL PAY ACT
TITLE VII

7.5 LAW REVIEW ARTICLES

75077

EEOC
EXECUTIVE ORDERS

4.0, 7.1

75078

SAPE, GEORGE P.
HART, THOMAS J.
TITLE VII RECONSIDERED: THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972.
GEORGE WASHINGTON LAW REVIEW. 40 (JULY, 1972), 824-889.

THIS THOROUGH ARTICLE REVIEWS THE LEGISLATIVE HISTORY OF THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972 AND THE PROVISIONS OF THE BILL ITSELF, ITS EFFECT ON TITLE VII AND EEOC PROCEDURES. ALTHOUGH THE ARTICLE DOES NOT SPEND MUCH TIME ON THE TOPIC OF SEX DISCRIMINATION IN PARTICULAR, IT NOTES THAT THE 1972 ACT HAS THE POTENTIAL FOR MUCH SIGNIFICANT PROGRESS IN THAT AREA SINCE THE BILL EXPANDED TITLE VII TO COVER DISCRIMINATION IN EDUCATIONAL INSTITUTIONS.

TITLE VII
EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972
EEOC

7.1

75079

CALIFORNIA'S F.E.P.A. REMEDIES FOR SEX DISCRIMINATION - ARE THEY WORKING?
UNIVERSITY OF CALIFORNIA, DAVIS LAW REVIEW 5 (1972), 483-511

THE PURPOSE OF THIS ARTICLE IS TO EVALUATE THE EFFECTIVENESS OF CALIFORNIA'S FAIR EMPLOYMENT PRACTICE ACT AS ADMINISTERED BY THE FAIR EMPLOYMENT PRACTICE COMMISSION. THE ARTICLE CONCLUDES THAT THERE IS A BROAD GAP BETWEEN THEORY AND PRACTICE IN THE F.E.P.C.'S HANDLING OF SEX-BIAS COMPLAINTS, INVESTIGATIONS AND AFFIRMATIVE ACTION SURVEYS. THE AUTHOR LISTS EIGHT RECOMMENDATIONS WHICH SHE BELIEVES WOULD LEAD TO IMPROVEMENT.

STATE FAIR EMPLOYMENT LAWS

75080

7.5 LAW REVIEW ARTICLES

75080

BAYH, BIRCH
NEED FOR THE EQUAL RIGHTS AMENDMENT.
NOTRE DAME LAWYER. 48 (OCTOBER, 1972), 80-91.

THIS SHORT ARTICLE, WRITTEN BY THE SENATE'S CHIEF SPONSOR OF THE ERA, EXPLAINS THE REASONS FOR HIS CONCLUSION THAT A CONSTITUTIONAL AMENDMENT IS NECESSARY TO REMEDY SEX DISCRIMINATION. THE ARTICLE TOUCHES ON EMPLOYMENT DISCRIMINATION, INCLUDING LEADING CASES, AS ONLY ONE AREA OF CONCERN AMONG MANY.

FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
EQUAL RIGHTS AMENDMENT

7.1

75081

ALVAREZ, EDNA R.S.
DISCRIMINATION ON THE BASIS OF SEX AND MARITAL STATUS IN TAX AND RELATED LAWS.
CONNECTICUT BAR JOURNAL 46 (SEPTEMBER, 1972), 496-505.

THIS BRIEF ARTICLE ANALYZES THE SEX DISCRIMINATION IMPLICIT IN FEDERAL TAX LAWS, EVEN AFTER THE 1971 AMENDMENT TO THE INTERNAL REVENUE CODE. IT FOCUSES ON HOUSEHOLD AND DEPENDENT CARE SERVICES INCURRED TO ENABLE THE TAXPAYER TO BE GAINFULLY EMPLOYED. THE ARTICLE ALSO EXAMINES THE EXPLICIT DISCRIMINATION FOUND IN CONNECTICUT TAX LAWS.

TAX LAWS

6.2

75082

SPRITZER, ALLAN D.
EQUAL EMPLOYMENT OPPORTUNITY VERSUS PROTECTION FOR WOMEN: A PUBLIC POLICY DILEMMA.
ALABAMA LAW REVIEW 24 (SUMMER, 1972), 567-606.

THE ARTICLE DISCUSSES CASES DEALING WITH STATE PROTECTIVE LAWS DECIDED UNDER THE FOURTEENTH AMENDMENT EQUAL PROTECTION CLAUSE, THE DUE PROCESS CLAUSE, TITLE VII AND STATE FAIR EMPLOYMENT LAWS. IT FAVORS MODIFICATION OF PROTECTIVE LAWS SO AS TO PRESERVE THEM AND PROHIBIT A RETURN OF SWEATSHOP CONDITIONS. IT PRESENTS A CONSERVATIVE VIEW.

7.5 LAW REVIEW ARTICLES

75082

PROTECTIVE LAWS
FOURTEENTH AMENDMENT
TITLE VII
STATE FAIR EMPLOYMENT LAWS

7.1

75083

MARTIN, PHILIP L.
EQUAL RIGHTS AMENDMENT: AN OVERVIEW.
ST. LOUIS UNIVERSITY LAW JOURNAL. 17 (FALL, 1972), 1-16

MUCH OF THIS SHORT ARTICLE DEALS WITH SEX DISCRIMINATION IN EMPLOYMENT AS A REASON SUPPORT FOR THE EQUAL RIGHTS AMENDMENT HAS BEEN ADVANCED BY WOMEN'S GROUPS. THE AUTHOR APPEARS SOMEWHAT RELUCTANT IN HIS CONCLUSION THAT, UNLESS THE JUDICIARY COMES UP WITH A SURPRISING DECISION TO ELIMINATE THE DISTINCTION OF SEX IN LAW, THE EQUAL RIGHTS AMENDMENT IS VERY LIKELY TO BE RATIFIED.

EQUAL RIGHTS AMENDMENT
FOURTEENTH AMENDMENT
TITLE VII

7.1

75084

BURNS, JOHN E.
CATHERINE G.
AN ANALYSIS OF THE EQUAL PAY ACT.
LABOR LAW JOURNAL. 24 (FEBRUARY, 1973), 92-99.

THE ARTICLE EXAMINES THE STRUCTURE OF THE FEDERAL EQUAL PAY ACT, INCLUDING THE 1972 AMENDMENTS. IT ANALYZES THE CENTRAL IDEA BEHIND THE LEGISLATION AND ITS CURRENT SUCCESS IN ACHIEVING EQUAL PAY FOR MEN AND WOMEN. THE ARTICLE CONCLUDES THAT MUCH WORK IS STILL LEFT TO DO, BUT THAT, NEVERTHELESS, THE EQUAL PAY ACT IS PROVING TO BE ONE OF THE MOST IMPORTANT PIECES OF SOCIAL LEGISLATION IN THE UNITED STATES.

EQUAL PAY ACT

7.1

75085

7.5 LAW REVIEW ARTICLES

75085

CONSTITUTIONAL LAW-TAXATION: THE LIMITATIONS ON CHILD CARE DEDUCTIONS OF SECTION 214 OF THE INTERNAL REVENUE CODE DO NOT DEPRIVE WORKING MOTHERS OF EQUAL PROTECTION OR DUE PROCESS OF LAW.
BROOKLYN LAW REVIEW. 39 (FALL, 1972), 466-480

THIS IS AN ANALYSIS OF NAMMACK VERSUS COMMISSIONER, A CASE ARGUED UNDER THE OLD CHILD CARE DEDUCTIONS LAW PRIOR TO THE 1971 AMENDMENTS TO THE INTERNAL REVENUE CODE. THE ARTICLE ARGUES THAT THE COURT SHOULD HAVE ALLOWED THE DEDUCTION CLAIMED FOR A GOVERNESS ON THE GROUNDS THAT THE OLD SECTION 214 (WHICH ONLY ALLOWED A $600 ANNUAL DEDUCTION ON INCOMES OF LESS THAN $6,000) HAD A DISCRIMINATING EFFECT AGAINST A LARGE PROPORTION OF WORKING MOTHERS.

TAX LAWS
NAMMACK VERSUS COMMISSIONER

6.2

75086

PREGNANCY DISCHARGES IN THE MILITARY: THE AIR FORCE EXPERIENCE.
HARVARD LAW REVIEW 86 (JANUARY, 1973), 568-594.

THIS NOTE ARTICLE DISCUSSES THREE CASES BROUGHT TO TEST AIR FORCE REGULATIONS REGARDING DISCHARGE OF PREGNANT WAF'S. THEY ARE: STRUCK VERSUS SECRETARY OF DEFENSE, GUTIERREZ VERSUS LAIRD AND ROBINSON VERSUS RAND. THE ARTICLE EVALUATES THE POSSIBLE STANDARDS OF REVIEW - THE RATIONAL RELATIONSHIP TEST AND THE SUSPECT CLASSIFICATION OR FUNDAMENTAL RIGHTS TESTS, NOTES THAT THE AIR FORCE REGULATIONS HAVE BEEN AMENDED AND ARE LESS OBJECTIONABLE NOW, BUT CONCLUDES THEY SHOULD STILL BE FOUND UNCONSTITUTIONAL.

MATERNITY LEAVE
STRUCK VERSUS SECRETARY OF DEFENSE
ROBINSON VERSUS RAND
GUTIERREZ VERSUS LAIRD

7.3

75087

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967: A PRACTICAL APPLICATION.
BAYLOR LAW REVIEW 24 (FALL, 1972), 601-609.

THIS ARTICLE EXAMINES THE PROVISIONS OF THE AGE DISCRIMINATION

7.5 LAW REVIEW ARTICLES

75087

IN EMPLOYMENT ACT OF 1967 AND ANALYZES THE RULING IN THE THUS FAR ONLY APPELLATE COURT CASE: HODGSON VERSUS FIRST FEDERAL SAVINGS AND LOAN ASSOCIATION OF BROWARD COUNTY, FLORIDA. THE APPELLATE COURT RULED IN FAVOR OF THE 47-YEAR OLD WOMAN PLAINTIFF.

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967
HODGSON VERSUS 1ST FED. SAVINGS & LOAN ASSOC. OF BROWARD COUNTY, FLORIDA

5.5, 7.1, 7.3

75088

DISCRIMINATION-BANISHING SEX PREFERENCES IN JOB ADVERTISING THROUGH TITLE VII.
BOSTON UNIVERSITY LAW REVIEW 52 (FALL, 1972), 896-907.

THIS IS AN ANALYSIS OF HAILES VERSUS UNITED AIR LINES, THE FIRST CASE IN WHICH A COMPLAINANT SUES THE ADVERTISER INSTEAD OF THE NEWSPAPER AS A MEANS OF ELIMINATING DISCRIMINATORY HELP-WANTED ADVERTISING. THIS CASE INVOLVED A MAN WHO WANTED TO BE A STEWARDESS, BUT DID NOT APPLY FOR THE JOB BECAUSE IT WAS ADVERTISED UNDER THE HELP WANTED-FEMALE COLUMN. THE APPELLATE COURT HELD HAILES TO BE AN AGGRIEVED PERSON UNDER TITLE VII.

HELP-WANTED ADVERTISING
TITLE VII
HAILES VERSUS UNITED AIR LINES

5.5

75089

PHILLIPS VERSUS MARTIN MARIETTA CORPORATION: A MUTED VICTORY.
CATHOLIC UNIVERSITY OF AMERICA LAW REVIEW 22 (WINTER, 1973), 441-454.

THIS STUDENT NOTE REVIEWS THE U.S. SUPREME COURT DECISION IN PHILLIPS VERSUS MARTIN-MARIETTA CORPORATION, WHICH FOUND THE SEX-PLUS DOCTRINE TO BE DISCRIMINATORY UNDER TITLE VII. THE ARTICLE CONCLUDES THE CASE FAILED TO ESTABLISH A CLEAR OR MEANINGFUL STANDARD TO WHICH LOWER COURTS AND ADMINISTRATIVE AGENCIES MIGHT LOOK FOR GUIDANCE IN ASSESSING DISCRIMINATORY EMPLOYMENT PRACTICES BASED ON SEX.

TITLE VII
SEX-PLUS DOCTRINE
BFOQ EXEMPTION
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION

7.5 LAW REVIEW ARTICLES

75089

7.3

75090

LARSON, NETTABELL GIRARD
CONCEPT OF EQUAL RIGHTS.
WOMEN LAWYERS JOURNAL. 58 (SUMMER, 1972), 95-103.

THIS ARTICLE DISCUSSES THE CONCEPT OF EQUAL RIGHTS IN VARIOUS CATEGORIES, INCLUDING EMPLOYMENT DISCRIMINATION. SOME MAJOR TITLE VII CASES ARE REVIEWED BRIEFLY. THE ARTICLE FAVORS RATIFICATION OF THE EQUAL RIGHTS AMENDMENT.

EQUAL RIGHTS AMENDMENT
TITLE VII

7.1

75091

SIPSER, MARGARET ANN
MATERNITY LEAVE: JUDICIAL AND ARBITRAL INTERPRETATION 1970-1972.
LABOR LAW JOURNAL 24 (MARCH, 1973) 173-190.

THE ARTICLE ANALYZES THE FOLLOWING MATERNITY LEAVE CASES: SCHATTMAN VERSUS TEXAS EMPLOYMENT COMMISSION, LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION, AND COHEN VERSUS CHESTERFIELD COUNTY SCHOOL BOARD. IN ADDITION, IT EXAMINES LABOR ARBITRATION DECISIONS IN THE FOLLOWING AREAS: 1) DISCHARGE FOR PREGNANCY; 2) MANDATORY MATERNITY LEAVE FOR PUBLIC SCHOOL TEACHERS; 3) CONDITIONAL MATERNITY LEAVE; 4) TAKING SICK LEAVE AS MATERNITY LEAVE; AND 5) BENEFITS FOR MATERNITY LEAVE GRANTEES.

MATERNITY LEAVE
LABOR ARBITRATION DECISIONS
COHEN VERSUS CHESTERFIELD COUNTY BOARD OF EDUCATION
LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION

4.4,5.4

75092

MARGOLIN, BESSIE
EQUAL PAY AND EQUAL EMPLOYMENT OPPORTUNITIES FOR WOMEN.
NEW YORK UNIVERSITY CONFERENCE ON LABOR 19 (1966), 297-315.

7.5 LAW REVIEW ARTICLES

75092

THIS ARTICLE, BY AN ASSOCIATE SOLICITOR FOR THE UNITED STATES DEPARTMENT OF LABOR, HAILS THE EQUAL PAY ACT AS A BREAKTHROUGH FOR WOMEN. IT DISCUSSES THE COMMON BACKGROUND OF THE EQUAL PAY ACT AND TITLE VII, CITING BUREAU OF LABOR STATISTICS DATA, AND LISTS SPECIFIC ACCOMPLISHMENTS AND EFFECTS OF THE EQUAL PAY ACT FROM ITS ENFORCEMENT DATE UNTIL 1966.

EQUAL PAY ACT
TITLE VII
UNIONS

4.3, 7.1, 7.6

75093

SYMPOSIUM: WHITHER WOMEN IN THE UNITED STATES?
WOMEN LAWYERS JOURNAL. 53 (WINTER, 1967), 3-16.

THE SYMPOSIUM HAS AN INTRODUCTION BY LOIS G. FORER AND INCLUDES THE FOLLOWING ARTICLES: DO OUR TAX LAWS SATISFY THE NEEDS OF THE WORKING WOMAN? BY GAIL BECKMAN; LAW AND THE SINGLE WOMAN BY JEAN MCVEETY; AND WHERE IS THE PROFESSIONAL WOMAN? BY JEAN BROWNLEE. THE FIRST ARTICLE IS OF PARTICULAR INTEREST TO THE READER INTERESTED IN LAWS AFFECTING WORKING WOMEN.

TAX LAWS

6.2

75094

BECKMAN, GAIL
DO OUR TAX LAWS SATISFY THE NEEDS OF THE WORKING WOMAN?
WOMEN LAWYERS JOURNAL. 53 (WINTER, 1967), 5-9.

THE ARTICLE EXAMINES THE BENEFITS AVAILABLE TO WORKING WOMEN UNDER THE INTERNAL REVENUE CODE AND CONCLUDES THE CODE IS NOT PRIMARILY DESIGNED TO BENEFIT HER EVEN THOUGH SHE BELONGS TO A RAPIDLY INCREASING CLASS OF PERSONS. SOME OF THE MATERIAL HAS BEEN OUTDATED BY SUBSEQUENT CHANGES IN THE TAX LAWS, SPECIFICALLY IN CHILD CARE DEDUCTIONS.

TAX LAWS

6.2, 7.6

7.5 LAW REVIEW ARTICLES

75095

VLADECK, JUDITH
THE EQUAL PAY ACT OF 1963.
NEW YORK UNIVERSITY CONFERENCE ON LABOR 18 (1965), 381-399.

THIS EARLY ARTICLE EXPRESSES THE HOPE THAT THE THEN RECENTLY PASSED EQUAL PAY ACT WILL PROVE TO BE A BEGINNING OF EDUCATION FOR THE INTELLIGENT USE OF WOMENPOWER IN A PEACE-TIME ECONOMY. ONE SECTION REVIEWS THE REQUIREMENTS OF THE LAW; A SECOND INTERESTING SECTION SUMMARIZES THE HISTORY OF THE ACT, STARTING WITH THE WAR LABOR ORDERS PROMULGATED DURING WORLD WAR TWO; FINALLY, A SHORT THIRD SECTION LOOKS TO THE FUTURE AND ATTEMPTS TO PREDICT THE PROSPECTS FOR THE ELIMINATION OF DISCRIMINATION UNDER THE ACT.

EQUAL PAY ACT

4.3, 7.1, 2.0

75096

BOYER, ELIZABETH
EQUAL OPPORTUNITY FOR WOMEN IN OUR TIME.
WOMEN LAWYERS JOURNAL. 56 (WINTER 1970), 5-10.

THIS ARTICLE IS AN INTRODUCTION TO THE WORK OF WOMEN'S EQUITY ACTION LEAGUE (WEAL), AN ORGANIZATION INITIALLY FORMED BY WOMEN LAWYERS TO WORK IN THE AREA OF EQUAL JOB AND EDUCATIONAL OPPORTUNITIES FOR WOMEN. THE ARTICLE INCLUDES A SAMPLE OF WEAL COLLECTED QUOTATIONS (AND THEIR SOURCES) ABOUT WOMEN IN HIGHER EDUCATION. THE QUOTATIONS ARE INFORMATIVE AND THE SOURCE LIST PROVIDES A HANDY BIBLIOGRAPHY.

WEAL
WOMEN'S ORGANIZATIONS
BIBLIOGRAPHY

5.2, 7.3

75097

HOLLOWELL, DONALD L.
WOMEN AND EQUAL EMPLOYMENT: FROM ROMANTIC PATERNALISM TO THE 1964 CIVIL RIGHTS ACT.
WOMEN LAWYERS JOURNAL 56 (WINTER 1970), 28-34

THIS SOMEWHAT PATRONIZING ARTICLE BY A REGIONAL EEOC DIRECTOR REVIEWS THE WORK OF THE EEOC, INCLUDING ITS GUIDELINES. IT ALSO

7.5 LAW REVIEW ARTICLES

75097

CITES TITLE VII CASES INVOLVING SENIORITY LISTS, PROTECTIVE LAWS, BENEFIT PLANS, AND HELP-WANTED ADVERTISEMENTS. QUOTATIONS ILLUSTRATING THE CHANGING JUDICIAL ATTITUDE TOWARD WOMEN ARE CITED. SOME OF THE CASES, NOTABLY PHILLIPS VERSUS MARTIN MARIETTA, HAVE BEEN REVERSED ON APPEAL SINCE THE ARTICLE WAS PUBLISHED, IT URGES WOMEN LAWYERS TO TAKE TITLE VII CASES.

EEOC
EEOC GUIDELINES
TITLE VII
SENIORITY LISTS
PROTECTIVE LAWS
BENEFIT PLANS
HELP-WANTED ADVERTISING
JUDICIAL ATTITUDES

4.5, 7.6

75098

PRESSMAN, SONIA
SEX DISCRIMINATION IN EMPLOYMENT AND WHAT YOU CAN DO ABOUT IT.
WOMEN LAWYERS JOURNAL 54 (FALL, 1968), 6-10, 14.

THIS IS THE TEXT OF AN ADDRESS BY AN EEOC ATTORNEY DELIVERED AT THE NATIONAL ASSOCIATION OF WOMEN LAWYERS ANNUAL BANQUET IN PHILADELPHIA IN 1968. THE SPEECH REVIEWS EEOC RULINGS IN THE FOLLOWING CATEGORIES: JOB CLASSIFICATIONS, SENIORITY LINES AND WAGE RATES, STATE PROTECTIVE LAWS, CLASSIFIED ADVERTISING, INSURANCE, MARRIED AND PREGNANT WOMEN, AND RETIREMENT AGE AND PENSION BENEFITS. IT URGES WOMEN LAWYERS TO TAKE TITLE VII CASES. THE LAW AND SOME EEOC GUIDELINES HAVE BEEN CHANGED SINCE THE ARTICLE WAS PUBLISHED; RENDERING IT INACCURATE IN PARTS.

EEOC
EEOC GUIDELINES
TITLE VII
SENIORITY LISTS
BENEFIT PLANS
HELP-WANTED ADVERTISING

7.1

75099

WOLF, ST. JOHN H.
PUBLIC LAW 90-130: THE ACT RELATING TO PROMOTION AND TENURE OF

7.5 LAW REVIEW ARTICLES

75099

WOMEN OFFICERS.
JAG JOURNAL, 22 (MAY-JUNE, 1968), 117-122.

CAREER OPPORTUNITIES FOR WOMEN OFFICERS OF THE ARMED SERVICES TOOK A GREAT LEAP FORWARD IN 1967 AS THE RESULT OF EXTENSIVE CONGRESSIONAL REVAMPING OF THE WOMEN OFFICER STRUCTURE. UNDER PUBLIC LAW 90-130, MORE WOMEN MAY BE PROMOTED TO SENIOR GRADES, INCLUDING THE RANK OF GENERAL. THIS ARTICLE ENUNCIATES THE PROVISIONS OF THE LEGISLATION AS IT APPLIES TO WOMEN OFFICERS OF THE NAVY.

FEDERAL LAWS

5.4

75101

PROTECTON, POVERTY AND THE WOMAN WORKER.
SUFFOLK UNIVERSITY LAW REVIEW. 5 (FALL, 1970), 139-160.

THIS STUDENT NOTE CONSIDERS THE LAWS WHICH RELATE TO THE ECONOMIC POSITION OF THE WOMAN WORKER, THEIR SOURCES, EFFECTS AND ALTERNATIVES. IT REVIEWS THE CONFLICT BETWEEN TITLE VII AND STATE PROTECTIVE LAWS, THE LIMITATIONS OF TITLE VII AND THE EQUAL PAY ACT (BOTH HAVE SINCE BEEN STRENGTHENED), AND DISCUSSES THE FOURTEENTH AMENDMENT AND THE EQUAL RIGHTS EMENDMENT AS POTENTIAL REMEDIES. THE AUTHOR CALLS FOR A DIRECT ATTACK AIMED AT THE STRUCTURE OF SOCIETY, AND SAYS THE BASIC ASSUMPTION THAT WOMAN'S PLACE IS IN THE HOME MUST FALL.

POVERTY
PROTECTIVE LAWS
TITLE VII
EQUAL PAY ACT
FOURTEENTH AMENDMENT
EQUAL RIGHTS AMENDMENT

6.2, 6.4, 7.1

75102

MCDANIEL, RICHARD A.
SEX DISCRIMINATION.
RUTGERS CAMDEN LAW JOURNAL 2 (FALL, 1970), 267-284.

THIS ARTICLE EXPLORES THE SCOPE AND ADMINISTRATION OF THE PROVISIONS OF TITLE VII OF THE 1964 CIVIL RIGHTS ACT PROHIBITING SEX DISCRIMINATION IN EMPLOYMENT BY EXAMINING THE LEGISLATIVE

7.5 LAW REVIEW ARTICLES

75102

HISTORY OF THE ACT, THE GUIDELINES THAT HAVE BEEN ISSUED BY THE EEOC, PROBLEMS OF JUDICIAL INTERPRETATION AND THE RELATIONSHIP OF TITLE VII TO STATE PROTECTIVE LAWS. CERTAIN PORTIONS OF THE ARTICLE HAVE BEEN RENDERED INACCURATE BY CHANGES IN THE LAW AND JUDICIAL INTERPRETATION.

TITLE VII
EEOC GUIDELINES
PROTECTIVE LAWS

2.0, 7.1

75103

SEX DISCRIMINATION IN HIGHER EDUCATION: CONSTITUTIONAL EQUALITY FOR WOMEN?
JOURNAL OF FAMILY LAW 10 (1970), 327-343.

ALTHOUGH THIS ARTICLE DOES NOT DEAL WITH WORKING WOMEN, IT IS RELATED IN THAT IT DEALS WITH THE BARRIERS WOMEN FACE IN GETTING TRAINED FOR WORK IN OUR INSTITUTIONS OF HIGHER LEARNING. THE ARTICLE REVIEWS LEADING CASES DEALING WITH BARS TO ADMISSION IN SEX-SEGREGATED SCHOOLS AND CONCLUDES THERE WILL BE NO REAL EQUALITY OF EDUCATIONAL OPPORTUNITY FOR WOMEN UNTIL THE ADMINISTRATIVE BARRIERS TO ADMISSION ARE COMPLETELY REMOVED.

CAREER BARRIERS
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)

3.3

75104

EQUAL RIGHTS AMENDMENT - POSITIVE PANACEA OR NEGATIVE NOSTRUM?
KENTUCKY LAW JOURNAL. 59 (SUMMER 1971), 953-989.

THIS ARTICLE REVIEWS VARIOUS CATEGORIES OF DISCRIMINATION AGAINST WOMEN (INCLUDING EMPLOYMENT) AND CONCLUDES THAT ADOPTION OF THE EQUAL RIGHTS AMENDMENT WOULD BE ILL-CONSIDERED AND DRASTIC BECAUSE IT WOULD ABOLISH WHAT THE AUTHOR CONSIDERS TO BE GOOD PROTECTIVE LAWS ALONG WITH THE BAD. THE AUTHOR FAVORS ENDING DISCRIMINATION ON AN ORDERLY, CASE-BY-CASE BASIS.

EQUAL RIGHTS AMENDMENT
TITLE VII
PROTECTIVE LAWS

7.5 LAW REVIEW ARTICLES

75104

4.0

75105

CIVIL RIGHTS - TITLE VII: SECTION 703(A) OF THE 1964 CIVIL RIGHTS ACT PROHIBITS A REFUSAL TO HIRE WOMEN WITH PRE-SCHOOL AGE CHILDREN WHILE HIRING MEN WITH PRE-SCHOOL AGE CHILDREN.
BROOKLYN LAW REVIEW 38 (FALL, 1971), 496-513.

THIS IS A THOROUGH REVIEW OF THE U.S. SUPREME COURT DECISION IN PHILLIPS VERSUS MARTIN-MARIETTA CORPORATION, A LANDMARK TITLE VII CASE WHICH RECOGNIZED THE SEX-PLUS DOCTRINE AS DISCRIMINATORY.

TITLE VII
SEX-PLUS DOCTRINE
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION
BFOQ EXEMPTION

7.1, 7.3

75106

LANDAU, ELIOT A.
DUNAHOO, KERMIT L.
SEX DISCRIMINATION IN EMPLOYMENT: A SURVEY OF STATE AND FEDERAL REMEDIES.
DRAKE LAW REVIEW. 20 (JUNE, 1971) 417-527.

THIS COMPREHENSIVE ARTICLE IS A MAJOR RESOURCE FOR THE RESEARCHER. EXHAUSTIVE AND THOROUGH, THE ARTICLE REVIEWS IN DETAIL FEDERAL AND STATE LAWS AND REGULATIONS AGAINST SEX DISCRIMINATION. IT DISCUSSES PRE-EMPLOYMENT SELECTION PROCEDURES, ANALYZES THE IMPACT OF THE BFOQ EXEMPTION, AND REVIEWS THE EFFECT OF THE LAWS ON WORKING CONDITIONS, FRINGE BENEFITS AND EQUAL PAY.

FEDERAL LAWS
STATE LAWS
DISCRIMINATION
BFOQ EXEMPTION
EQUAL PAY
BENEFIT PLANS

4.0, 7.0

75107

SEXUAL MYTHOLOGY AND EMPLOYMENT DISCRIMINATION.

7.5 LAW REVIEW ARTICLES

75107

SETON HALL LAW REVIEW. 3 (FALL, 1971), 108-129.

AFTER REVIEWING JUDICIAL ATTITUDES TOWARD WORKING WOMEN BEFORE AND AFTER TITLE VII, THE AUTHOR CALLS FOR ENACTMENT OF THE EQUAL RIGHTS AMENDMENT AS THE ULTIMATE MEANS FOR CHANGING ATTITUDES AND DISPELLING MYTHS ABOUT WOMEN'S CAPABILITIES, MOTIVATIONS AND POTENTIALITIES.

JUDICIAL ATTITUDES
SEX-ROLE STEREOTYPES
TITLE VII
EQUAL RIGHTS AMENDMENT

4.5

75108

DURANT, LESLIE MARC
VALIDITY OF STATE PROTECTIVE LEGISLATION FOR WOMEN IN LIGHT OF TITLE VII OF THE CIVIL RIGHTS ACT OF 1964.
SUFFOLK UNIVERSITY LAW REVIEW 6 (FALL, 1971) 33-57

THIS ARTICLE ARGUES THAT PROHIBITIVE LEGISLATION SHOULD BE INVALIDATED SO THAT WOMEN MAY CAPTURE THE RIGHT ENJOYED BY MEN THROUGH THE AGES TO CHOOSE THEIR OWN CALLINGS. MOST OF THE ARTICLE IS SPENT EXAMINING THE JUDICIAL SPLIT OF AUTHORITY OVER THE VALIDITY OF PROHIBITIVE PROTECTIVE LEGISLATION UNDER TITLE VII.

PROTECTIVE LAWS
TITLE VII

7.1

75109

MARTIN, PHILIP L.
EQUAL RIGHTS AMENDMENT: LEGISLATIVE BACKGROUND.
JOURNAL OF FAMILY LAW 11 (1971), 363-374.

ALTHOUGH THIS ARTICLE WAS WRITTEN WHILE THE EQUAL RIGHTS AMENDMENT WAS STILL LANGUISHING IN CONGRESS (IT HAS SINCE BEEN PASSED AND IS UNDERGOING RATIFICATION BY THE STATES), ITS DETAILED REVIEW OF THE EARLY BEGINNINGS OF THE STRUGGLE FOR EQUAL RIGHTS AND THE EQUAL RIGHTS AMENDMENT ITSELF EXPLORE AREAS SELDOM TOUCHED UPON IN LAW REVIEW ARTICLES.

HISTORY OF FEMINISM

7.5 LAW REVIEW ARTICLES

75109

EQUAL RIGHTS AMENDMENT
WOMEN'S ORGANIZATIONS

2.0, 7.1

75110

FAIR EMPLOYMENT - IS PREGNANCY ALONE A SUFFICIENT REASON FOR DISMISSAL OF A PUBLIC EMPLOYEE?
BOSTON UNIVERSITY LAW REVIEW 52 (WINTER, 1972), 196-201.

THIS BRIEF STUDENT NOTE REVIEWS THE LOWER COURT DECISIONS IN SCHATTMAN VERSUS TEXAS EMPLOYMENT COMMISSION, COHEN VERSUS CHESTERFIELD COUNTY SCHOOL BOARD AND LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION. ALL THREE DECISIONS HAVE SINCE BEEN APPEALED AND BOTH COHEN AND LA FLEUR WERE REVERSED. THE RESOLUTION OF THE ISSUE IN THE AREA OF MATERNITY LEAVE HAS BEEN DECIDED (SEE 73093).

SCHATTMAN VERSUS TEXAS EMPLOYMENT COMMISSION
COHEN VERSUS CHESTERFIELD COUNTY BOARD OF EDUCATION
LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION
TITLE VII
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
MATERNITY LEAVE

5.4, 7.1

75111

LOVE'S LABORS LOST: NEW CONCEPTIONS OF MATERNITY LEAVES.
HARVARD CIVIL RIGHTS LAW REVIEW 7 (JANUARY, 1972), 260-297.

THIS IS A COMPREHENSIVE ARTICLE ON THE MANY FACETS OF MATERNITY LEAVE AND MATERNITY BENEFIT PLAN PROBLEMS CURRENTLY BEING LITIGATED. IT EXAMINES THE PRESENT SCOPE OF MATERNITY PROVISIONS IN TITLE VII, STATE FAIR EMPLOYMENT PRACTICES LAWS AND THE FOURTEENTH AMENDMENT EQUAL PROTECTION CLAUSE. IT REPORTS RECENT ATTEMPTS TO IMPROVE THE TREATMENT OF MATERNITY BY LOOKING AT EXISTING STATE LAWS, OFFICE OF FEDERAL CONTRACT COMPLIANCE, CIVIL SERVICE COMMISSION, CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN RECOMMENDATIONS, ACTIONS OF INDIVIDUAL EMPLOYERS AND MATERNITY COVERAGE IN HEALTH AND DISABILITY INSURANCE. IT EVALUATES PROPOSED SOLUTIONS AND CONCLUDES WITH A DETAILED SUGGESTION OF ITS OWN.

MATERNITY LEAVE
BENEFIT PLANS

7.5 LAW REVIEW ARTICLES

75111

7.1, 7.3

75112

SEX-PLUS: THE FAILURE OF THE ATTEMPT TO SUBVERT THE SEX PROVISION OF THE CIVIL RIGHTS ACT OF 1964.
GONZAGA LAW REVIEW. 7 (FALL, 1971), 83-105.

THIS STUDENT NOTE EXAMINES IN DETAIL THE RISE AND FALL OF THE SEX-PLUS DOCTRINE. IT REVIEWS EEOC DECISIONS, TRACES THE DEVELOPMENT OF THE DOCTRINE IN THE COURTS AND, FINALLY, ANALYZES THE U.S. SUPREME COURT DECISION IN PHILLIPS VERSUS MARTIN-MARITTA CORPORATION, WHICH LAID THE DOCTRINE TO REST.

TITLE VII
SEX-PLUS DOCTRINE
PHILLIPS VERSUS MARTIN MARIETTA CORPORATION

7.1, 7.2, 7.3

75113

KANOWITZ, LEO
EQUAL RIGHTS AMENDMENT AND THE OVERTIME ILLUSION.
NEW MEXICO LAW REVIEW 1 (JULY, 1971), 461-478.

THIS IS A TRANSCRIPT OF THE REMARKS OF PROFESSOR LEO KANOWITZ BEFORE THE SENATE JUDICIARY COMMITTEE WHICH WAS HOLDING HEARINGS ON THE EQUAL RIGHTS AMENDMENT. HE ANALYZES WAYS IN WHICH, CONSISTENT WITH THE EQUAL RIGHTS AMENDMENT, THE RIGHT TO WORK OR NOT TO WORK OVERTIME CAN BE MADE EQUALLY AVAILABLE TO MEN AND WOMEN.

PROTECTIVE LAWS
HOUR LAWS
EQUAL RIGHTS AMENDMENT

7.1, 7.3

75114

MANDATORY MATERNITY LEAVE OF ABSENCE POLICIES - AN EQUAL PROTECTION ANALYSIS.
TEMPLE LAW QUATERLY 45 (WINTER, 1972), 240-258.

THIS STUDENT NOTE CONTRASTS THE CONFLICTING RESULTS REACHED

7.5 LAW REVIEW ARTICLES

75114 .

IN LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION AND COHEN VERSUS CHESTERFIELD COUNTY SCHOOL BOARD (BOTH CASES HAVE SINCE BEEN REVERSED ON APPEAL, SO THEIR RESULTS STILL CONFLICT). IT EXAMINES THE DIFFERENT BURDEN OF PROOF UNDER THE RATIONAL RELATIONSHIP TEST AND THE SUSPECT CLASSIFICATION OR FUNDAMENTAL RIGHTS TEST OF THE FOURTEENTH AMENDMENT EQUAL PROTECTION CLAUSE AND CONCLUDES THAT, EVEN UNDER THE RATIONAL RELATIONSHIP TEST, THE MATERNITY REGULATIONS IN BOTH CASES SHOULD BE FOUND VIOLATIVE OF EQUAL PROTECTION.

MATERNITY LEAVE
FOURTEENTH AMENDMENT (EQUAL PROTECTION CLAUSE)
LA FLEUR VERSUS CLEVELAND BOARD OF EDUCATION
COHEN VERSUS CHESTERFIELD COUNTY BOARD OF EDUCATION

7.1, 7.3

75115

NARROWING THE SCOPE OF THE BONA FIDE OCCUPATIONAL QUALIFICATION EXCEPTION - SEX DISCRIMINATION IN PROFESSIONAL BASEBALL RUNS AFOUL OF THE LAW.
UNIVERSITY OF RICHMOND LAW REVIEW 6 (SPRING, 1972), 434-440

THIS BRIEF STUDENT NOTE REVIEWS THE DECISION IN NEW YORK STATE DIVISION OF HUMAN RIGHTS VERSUS NEW YORK - PENNSYLVANIA PROFESSIONAL BASEBALL LEAGUE. THIS CASE HELD THAT HEIGHT AND WEIGHT REQUIREMENT SET FOR THE JOB OF UMPIRE WERE NOT VALID BFOQ'S, AND THUS THE WOMAN PLAINTIFF, WHO OTHERWISE QUALIFIED FOR THE JOB, MUST BE HIRED.

TITLE VII
BFOQ EXEMPTION
EMPLOYER RULES
NEW YORK STATE DIVISION OF HUMAN RIGHTS VERSUS NEW YORK-PENNSYLVANIA PROFESSIONAL BASEBALL LEAGUE

5.1, 7.1, 7.3

75116

LABOR LAW - EQUAL PAY ACT - HODGSON VERSUS SAGNER, INC., 326 F. SUPP.371.
SUFFOLK UNIVERSITY LAW REVIEW. 6 (SPRING, 1972), 733-741.

THIS CASE COMMENT IS AN ANALYSIS OF THE DECISION IN HODGSON VERSUS SAGNER, WHERE THE UNION WAS HELD JOINTLY WITH THE EMPLOYER

7.5 LAW REVIEW ARTICLES

75116

FOR BACK WAGES OWED TO WOMEN EMPLOYEES UNDER THE EQUAL PAY ACT.

HODGSON VERSUS SAGNER, INC.
UNIONS
EQUAL PAY ACT

4.3, 4.4, 7.3

75117

CIVIL RIGHTS - SEX DISCRIMINATION - SPROGIS VERSUS UNITED AIRLINES INC., 444 F. 2D 1194.
SUFFOLK UNIVERSITY LAW REVIEW 6 (SPRING, 1972), 758-764.

THIS CASE COMMENT IS A REVIEW OF THE DECISION IN SPROGIS VERSUS UNITED AIR LINES, WHERE THE EMPLOYER WAS HELD TO BE IN IN VIOLATION OF TITLE VII FOR MAINTAINING A NO-MARRIAGE RULE FOR STEWARDESSES.

TITLE VII
EMPLOYER RULES
SPROGIS VERSUS UNITED AIR LINES

5.5, 7.3

75118

SEX DISCRIMINATION IN EMPLOYMENT
WOMEN'S RIGHTS LAW REPORTER. 1 (FALL/WINTER 1972/73), 34-78.

THIS ISSUE CONTAINS ANNOTATIONS OF MORE THAN 100 CASES AND EEOC DECISIONS DEALING WITH SEX DISCRIMINATION IN EMPLOYMENT. THE CASE SUMMARIES ARE BROKEN DOWN INTO THE FOLLOWING AREAS: BFOQ; PRE-EMPLOYMENT; TESTING; BFOQ IN PROMOTION AND SENIORITY; JOB ENVIRONMENT; PROHIBITED OCCUPATIONS; ATMOSPHERE AND THE FEMALE IMAGE; THE MALE IMAGE AS A BFOQ; STATUS DISCRIMINATION APPLIED TO ONLY ONE SEX; PREGNANCY; UNION DISCRIMINATION.

BFOQ EXEMPTION
PRE-EMPLOYMENT TESTS
SENIORITY LISTS
MATERNITY LEAVE
UNIONS

7.2, 7.3

7.5 LAW REVIEW ARTICLES

75119

SIMKIN, CAROL
CHILD CARE AND HOUSEHOLD EXPENSE TAX DEDUCTIONS UNDER THE NEW SECTION 214: IS THIS REALLY THE REFORM WE WERE WAITING FOR?
WOMEN'S RIGHTS LAW REPORTER. 1 (FALL/WINTER, 1972/73), 15-28.

THIS IS AN EXHAUSTIVE CRITIQUE OF SECTION 214 OF THE INTERNAL REVENUE CODE, WHICH WAS REVISED IN 1971 TO INCREASE THE AMOUNT THAT CAN BE DEDUCTED BY WORKING MOTHERS FOR CHILD CARE. THE ARTICLE CONCLUDES THAT THE NEW SECTION 214, ALTHOUGH AN IMPROVEMENT OVER THE OLD SECTION 214, HAS MANY FLAWS: IT IS DISCRIMINATORY, UNCLEAR AND OVERLY COMPLEX.

TAX LAWS
CHILD CARE

6.2, 7.1

75120

PROCEDURE UNDER TITLE VII
WOMEN'S RIGHTS LAW REPORTER. 1 (FALL/WINTER 1972/73), 76-77.

THIS BRIEF ARTICLE EXPLAINS STEP-BY-STEP THE PROCEDURE FOR PROCESSING COMPLAINTS UNDER TITLE VII AS IT WAS AMENDED BY THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972.

TITLE VII

7.1

75121

BROWN, BARBARA A.
EMERSON, THOMAS A.
FALK, GAIL
FREEDMAN, ANN E.
THE EQUAL RIGHTS AMENDMENT: A CONSTITUTIONAL BASIS FOR EQUAL RIGHTS FOR WOMEN.
YALE LAW JOURNAL, 80 (APRIL, 1971), 871-984

THIS COMPREHENSIVE ARTICLE IS DIVIDED INTO FIVE PARTS, AND INCLUDES AN APPENDIX WHICH CHARTS THE LEGISLATIVE HISTORY OF THE EQUAL RIGHTS AMENDMENT. PART I REACHES THE CONCLUSION THAT A NEW CONSTITUTIONAL AMENDMENT IS NECESSARY. PART II TRACES THE DEVELOPMENTS IN CONGRESS FOR A CONSTITUTIONAL AMENDMENT. PART III DISCUSSES THE CONSTITUTIONAL FRAMEWORK INTO WHICH AN ERA WOULD BE FITTED. PART IV EXPLORES THE TRANSITIONAL PERIOD AFTER

7.5 LAW REVIEW ARTICLES

75121

RATIFICATION. PART V DESCRIBES THE ANTICIPATED OPERATION OF THE AMENDMENT IN SIGNIFICANT AREAS, ONE OF WHICH IS PROTECTIVE LABOR LEGISLATION.

EQUAL RIGHTS AMENDMENT
PROTECTIVE LAWS
TITLE VII

7.1, 7.5

75122

FREEMAN, JO.
THE LEGAL BASIS OF THE SEXUAL CASTE SYSTEM.
VALPARAISO UNIVERSITY LAW REVIEW. 5 (1971), 203-236.

THIS ARTICLE EXAMINES WHAT IT CALLS INSTITUTIONALIZED INEQUALITY. IT FOCUSES ON THE ROLE OF LAW AS A TOOL OF PUBLIC POLICY AS IT HAS BEEN USED BOTH TO ENFORCE THE SEXUAL CASTE SYSTEM AND TO BREAK IT DOWN. A LARGE PART OF THE ARTICLE DEALS WITH THE CONSTITUTIONALITY OF THE SEXUAL CASTE SYSTEM. IT EVALUATES THE EQUAL PAY ACT AND TITLE VII AS THEY ARE AFFECTED BY THE SYSTEM. THE ARTICLE CONCLUDES WITH SUGGESTIONS FOR ERADICATING THE SEXUAL CASTE SYSTEM. AN APPPENDIX COMPARES THE CASTELIKE STATUS OF WOMEN AND BLACKS.

SEXUAL STRATIFICATION
FOURTEENTH AMENDMENT
EQUAL PAY ACT
TITLE VII
PROTECTIVE LAWS

2.0, 4.5

75123

JOHNSTON, JOHN D. JR.
KNAPP, CHARLES L.
SEX DISCRIMINATION BY LAW: A STUDY IN JUDICIAL PERSPECTIVE.
NEW YORK UNIVERSITY LAW REVIEW, 46 (OCTOBER, 1971), 675-748.

THIS REFRESHING APPROACH SETS ABOUT TO EXPLORE, IN THE WORDS OF THE AUTHORS, THE SURPRISING EXTENT TO WHICH THE SURVIVAL OF SEX DISCRIMINATION CAN BE ATTRIBUTED TO JUDICIAL ATTITUDES. THE FIRST TWO SECTIONS, PROFESSIONAL AND OCCUPATIONAL RESTRICTIONS AND LABOR REGULATION ARE PARTICULARLY PERTINENT. ILLUSTRATIVE EXCERPTS FROM THE LEADING CASES ARE QUOTED. THE

7.5 LAW REVIEW ARTICLES

75123

RECENT CASE OF SAIL'ER INN, INCORPORATED VERSUS KIRBY IS DISCUSSED AT LENGTH.

JUDICIAL ATTITUDES
SEX-ROLE STEREOTYPES

4.5, 7.1, 7.5

75124

FEDERAL LEGISLATION TO END DISCRIMINATION AGAINST WOMEN.
VALPARAISO UNIVERSITY LAW REVIEW. 5 (1971) 397-414

THE ARTICLE DISCUSSES THREE APPROACHES FOR ATTAINING EQUAL OPPORTUNITY FOR WOMEN: 1) ADOPTION OF AN EQUAL RIGHTS AMENDMENT; 2) JUDICIAL EXPANSION OF EQUAL PROTECTION UNDER THE FIFTH AND FOURTEENTH AMENDMENTS; AND 3) PASSAGE OF FEDERAL AND STATE LEGISLATION TO PROHIBIT OVERT DISCRIMINATION AND TO ELIMINATE SITUATIONS WHICH ARE DISCRIMINATORY IN EFFECT. THE AUTHOR FAVORS THE LAST ALTERNATIVE. MANY OF HER SUGGESTIONS WERE ENACTED INTO LAW BY CONGRESS IN 1972.

EQUAL PAY ACT
TITLE VII

7.1

75125

SYMPOSIUM - WOMEN AND THE LAW
VALPARAISO UNIVERSITY LAW REVIEW, 5 (1971), 203-488

ARTICLES IN THIS SYMPOSIUM ISSUE INCLUDE THE LEGAL BASIS OF THE SEXUAL CASTE SYSTEM; ECONOMIC AND EDUCATIONAL INEQUALITY BASED ON SEX: AN OVERVIEW; THE DOUBLE STANDARD OF JUSTICE: WOMEN'S RIGHTS UNDER THE CONSTITUTION; EQUAL PAY, EQUAL EMPLOYMENT OPPORTUNITY AND EQUAL ENFORCEMENT OF THE LAW FOR WOMEN; FEDERAL REMEDIAL SANCTIONS: FOCUS ON TITLE VII; FEDERAL LEGISLATION TO END DISCRIMINATION AGAINST WOMEN; AND TREATMENT OF WOMEN BY THE LAW: AWAKENING CONSCIOUSNESS IN LAW SCHOOLS.

DISCRIMINATION
ECONOMICS

1.0

7.5 LAW REVIEW ARTICLES

75126

THE EQUAL RIGHTS AMENDMENT
WOMEN LAWYERS JOURNAL, 57 (WINTER, 1971), 7-28.

THIS SECTION OF ARTICLES IS DIVIDED INTO FIVE PARTS AS FOLLOWS: PART I - AN ANALYSIS OF THE LEGISLATION AND CASE LAW WHICH HAS CREATED THE NEED FOR AN EQUAL RIGHTS AMENDMENT; PART II - AN EXAMINATION OF THE FIFTH AND FOURTEENTH AMENDMENTS TO THE UNITED STATES CONSTITUTION; PART III - A GENERAL SURVEY OF CERTAIN AREAS OF LAW (INCLUDING MILITARY SERVICE FOR WOMEN) THAT WOULD BE AFFECTED BY THE ERA: PART IV - CONGRESSIONAL TREATMENT OF THE ERA; AND PART V - THE THEN-CURRENT STATUS OF THE ERA.

EQUAL RIGHTS AMENDMENT

7.1

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76001

BOYLAN, BRIAN RICHARD
THE LEGAL RIGHTS OF WOMEN
NEW YORK: AWARD BOOKS, 1971, 156P.

A HANDBOOK ON LAWS AFFECTING WOMEN'S INTERESTS AND RIGHTS WITH REGARDS TO MARRIAGE, DIVORCE, ABORTION, CONTRACEPTION, PROPERTY, INSURANCE, AND WILLS. NOTES WHERE TO OBTAIN CURRENT INFORMATION. INCLUDES DISCUSSIONS OF THE 1964 CIVIL RIGHTS ACT AND THE E.R.A. SOMEWHAT POLEMICAL.

CIVIL RIGHTS ACT OF 1964
WOMEN'S RIGHTS

76002

SCOTT, ANN
FEMINISM VERSUS THE FEDS.
ISSUES IN INDUSTRIAL SOCIETY, 2 (1971), 32-46.

THIS DESCRIPTIVE ARTICLE DISCUSSES THE NECESSITY FOR PROPER LEGAL ENFORCEMENT OF FEDERAL LEGISLATION TO INSURE EQUAL EMPLOYMENT OPPORTUNITIES FOR WOMEN. THE AUTHOR POINTS OUT THAT LACK OF ENFORCEMENT UNDERCUTS EMPLOYMENT OPPORTUNITIES FOR WOMEN IN GENERAL AND MINORITY

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76002

WOMEN IN PARTICULAR, AND THEREBY DEFEATS THE ANTIDISCRIMINATORY OBJECTIVE OF MUCH CIVIL RIGHTS LEGISLATION.

EMPLOYMENT OPPORTUNITIES
LEGISLATION NEEDS
LABOR UNIONS

6.4, 4.4

76003

BUREAU OF NATIONAL AFFAIRS, INCORPORATED
EQUAL PAY FOR EQUAL WORK, FEDERAL EQUAL PAY LAW OF 1963 124 PP.

THIS IS A SUMMARY, ANALYSIS, LEGISLATIVE HISTORY AND TEXT OF THE FEDERAL EQUAL PAY ACT OF 1963. THERE ARE FOUR PARTS: PART I - INTRODUCTION; PART II - HOW THE LAW CAME TO BE, INCLUDING AN ANALYSIS OF WHO'S IN FAVOR OF IT AND WHO'S AGAINST IT; PART III - HOW THE LAW WILL OPERATE, INCLUDING AN EXPLANATION OF WHO IS COVERED, WHO IS EXEMPT AND HOW THE ACT WAS TO BE ADMINISTERED; AND PART IV - EXPERIENCE WITH EQUAL PAY, INCLUDING A DISCUSSION OF STATE EQUAL PAY ACTS. PROBABLY THE MOST VALUABLE PART FOR TODAY'S RESEARCHER IS THE APPENDIX, WHICH CONTAINS THE TEXT OF HOUSE AND SENATE LABOR COMMITTEE'S REPORT AND EXCERPTS FROM CONGRESSIONAL DEBATES

EQUAL PAY ACT
STATE LAWS

2.0, 4.3

76004

UNITED STATES DEPARTMENT OF LABOR.
EQUAL PAY.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1971, 16PP.

THIS IS AN INFORMATIONAL PAMPHLET FOR THE GENERAL PUBLIC DESCRIBING THE FERERAL EQUAL PAY ACT, ITS ENFORCEMENT HISTORY AND HOW TO GO ABOUT FILING A COMPLAINT. IT WAS PUBLISHED BEFORE THE 1972 AMENDMENTS WHICH EXTENDED COVERAGE TO PROFESSIONAL WORKERS, BUT, EXCEPT FOR THAT OMISSION, THE PAMPHLET DEPICTS THE LAW ACCURATELY, CLEARLY AND CONCISELY.

EQUAL PAY ACT

4.3

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76005

CYRUS, DR. VIRGINIA J.
THE EQUAL RIGHTS AMENDMENT - SENATOR ERVIN'S MINORITY REPORT AND THE YALE LAW JOURNAL.
WASHINGTON, D.C.: CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN, 1972, 13PP.

SENATOR ERVIN OPPOSED PASSAGE OF THE EQUAL RIGHTS AMENDMENT AND USED PASSAGES FROM AN APRIL, 1971 ARTICLE IN THE YALE LAW JOURNAL TO BUTTRESS HIS POSITION. THIS PUBLICATION COMPARES, POINT BY POINT, SENATOR ERVIN'S QUOTATIONS FROM THE JOURNAL WITH THE ACTUAL TEXT OF THE ARTICLE.

EQUAL RIGHTS AMENDMENT
MILITARY DRAFT
PROTECTIVE LAWS

7.1

76006

ROSS, SUSAN DELLER
HAYS, ARTHUR GARFIELD
SEX DISCRIMINATION AND PROTECTIVE LABOR LEGISLATION.
NEW YORK: NEW YORK UNIVERSITY LAW SCHOOL, 1970, 20PP.

THIS PAPER ARGUES THAT CONDITIONS DO NOT WARRANT SUPPORT FOR STATE PROTECTIVE LAWS AND THAT THEREFORE THOSE LAWS SHOULD NO LONGER FURNISH ANY BASIS FOR OPPOSITION TO THE EQUAL RIGHTS AMENDMENT. MUCH OF THE PAPER IS DEVOTED TO THE EFFECT OF TITLE VII ON STATE PROTECTIVE LAWS, INCLUDING A DISCUSSION OF THE EEOC'S EARLY STRUGGLE TO DEVELOP GUIDELINES CONCERNING PROTECTIVE LAWS. MANY EARLY LANDMARK COURT DECISIONS ARE REVIEWED, NOTABLY ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY, WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY, AND BOWE VERSUS COLGATE PALMOLIVE COMPANY.

EQUAL RIGHTS AMENDMENT
TITLE VII
PROTECTIVE LAWS
EEOC GUIDELINES
ROSENFELD VERSUS SOUTHERN PACIFIC COMPANY
WEEKS VERSUS SOUTHERN BELL TELEPHONE AND TELEGRAPH COMPANY
BOWE VERSUS COLGATE-PALMOLIVE COMPANY

7.1

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76007

STEELE, E. BOYD
THE LEGAL STATUS OF WOMEN.
REPRINTED FROM THE BOOK OF THE STATES, 1972-73. PUBLISHED BY
THE COUNCIL OF STATE GOVERNMENTS, 401-411.

THE MAJOR FOCUS OF THIS ARTICLE IS ON MARRIAGE AND DIVORCE LAWS (TABLES OF STATE DIVORCE LAWS AS OF OCTOBER 1, 1971 ARE INCLUDED), BUT ABOUT A PAGE AND A HALF IS DEVOTED TO EQUAL OPPORTUNITY FOR EMPLOYMENT. IT IS DEVOTED TO A SUMMARY OF FEDERAL LAWS IN THE AREA.

FEDERAL LAWS

7.1

76008

CARTER, MARIALICE
STATE LABOR LEGISLATION OF SPECIAL INTEREST TO WOMEN.
REPRINTED FROM THE BOOK OF THE STATES, 1972-73. PUBLISHED
BY THE COUNCIL OF STATE GOVERNMENTS. 523-526.

THIS SHORT, FACTUAL AND INFORMATIVE ARTICLE SUMMARIZES CHANGES WHICH HAVE OCCURRED IN STATE LAWS SINCE 1970. TWO TRENDS ARE NOTED: 1) REPEAL AND AMENDMENT OF DISCRIMINATORY PROTECTIVE LAWS, AND 2) AMENDED LAWS TO EXTEND BENEFITS TO ALL WORKERS.

STATE LAWS

76009

CLUTE, PENNY
MILLER, BARBARA
FACTS ABOUT EXECUTIVE ORDER NO. 4, FEDERAL CONTRACT COMPLIANCE,
AFFIRMATIVE ACTION PROGRAM TO ELIMINATE DISCRIMINATION IN EMPLOYMENT
BY GOVERNMENT CONTRACTORS.
UNITED AUTO WORKERS, APRIL, 1972, 9PP.

FOUR PAGES OF THIS INFORMATIONAL PAMPHLET ARE DEVOTED TO AN ANALYSIS OF ORDER 4. THE REST IS A QUESTION AND ANSWER FORMAT DIRECTED TO SPECIFIC CONCERNS SUCH AS: MUST THE EMPLOYER ESTABLISH CHILD CARE CENTERS? THE PAMPHLET WAS PUBLISHED BY A LABOR UNION AND IS DIRECTED TOWARD EMPLOYERS.

EXECUTIVE ORDERS

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76009

AFFIRMATIVE ACTION

7.1

76010

UNITED STATES CONGRESS, HOUSE COMMITTEE ON EDUCATION AND LABOR.
EQUAL PAY ACT
HEARINGS BEFORE THE SPECIAL SUBCOMMITTEE ON LABOR OF THE COMMITTEE ON EDUCATION AND LABOR, WASHINGTON, D.C., MARCH 15, 25, 26 AND 27, 1963.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1963, 326P.

THE TEXT OF THE HEARINGS CONTAINS A REPRINT OF H.R. 3861, THE BILL THAT WAS TO BECOME THE EQUAL PAY ACT; STATEMENTS BY BOTH PROPONENTS AND OPPONENTS OF THE BILL; AND A GREAT DEAL OF SUPPLEMENTARY MATERIAL, INCLUDING 20 TABLES OF STATISTICS FROM THE UNITED STATES DEPARTMENT OF LABOR CALLED, AS A WHOLE, ECONOMIC INDICATORS RELATING TO EQUAL PAY, 1963. THERE IS ALSO A CHART OF STATE EQUAL PAY LAWS. AS A WHOLE, THE TEXT GIVES A DETAILED AND PARTICULARIZED PICTURE OF THE ATTITUDES TOWARD AND SITUATION OF WORKING WOMEN IN AMERICA IN 1963.

EQUAL PAY ACT
STATE LAWS

4.1, 4.3, 4.5

76011

UNITED STATES DEPARTMENT OF LABOR.
LAWS ON SEX DISCRIMINATION IN EMPLOYMENT
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1970, 20PP.

THIS CONCISE PAMPHLET SUMMARIZES MAJOR LAWS DEALING WITH SEX DISCRIMINATION. A TABLE ILLUSTRATES THE COVERAGE OF STATE FAIR EMPLOYMENT PRACTICE LAWS AS OF 1970, AND A PART IS ALSO DEVOTED TO THE RELATIONSHIP OF TITLE VII AND STATE PROTECTIVE LAWS, WITH LEADING CASES CITED. THE APPENDIXES CONTAIN EEOC GUIDELINES AND THE TEXT OF EXECUTIVE ORDER 11375 AND 11478. AN INSERT DATED MAY 1, 1972, ACCOMPANIES THE PAMPHLET ADDING MAJOR CHANGES TO THAT DATE.

TITLE VII
STATE FAIR EMPLOYMENT LAWS
PROTECTIVE LAWS
EXECUTIVE ORDERS

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76011

7.1

76012

YAFFE, BARBARA
YAFFE, BYRON
STATE PROTECTIVE LEGISLATION: AN ANACHRONISM UNDER TITLE VII?
ISSUES IN INDUSTRIAL SOCIETY. 2 (1971), 54-61.

WHILE THIS ARTICLE IS SOMEWHAT OUTDATED BECAUSE OF THE 1972 AMENDMENTS TO TITLE VII AND THE EQUAL PAY ACT, THERE IS SOME VALUABLE MATERIAL, ESPECIALLY THE LEGISLATIVE HISTORY OF TITLE VII AND THE EARLY EEOC STRUGGLE TO FORMULATE GUIDELINES REGARDING STATE PROTECTIVE LAWS. THE CONCLUSION OF THE PAPER IS THAT LEGISLATURES MIGHT DO WELL TO REWRITE PROTECTIVE LAWS SO AS NOT TO CONFLICT WITH TITLE VII.

TITLE VII
EEOC GUIDELINES
BFOQ EXEMPTION
PROTECTIVE LAWS
EQUAL PAY ACT
EXECUTIVE ORDERS

76013

UNITED STATES CONGRESS, SENATE. COMMITTEE ON THE JUDICIARY.
EQUAL RIGHTS 1970.
HEARINGS BEFORE THE COMMITTEE ON THE JUDICIARY, SENATE, ON S.J. RES. 61 AND S.J. RES. 231, 91ST CONG., 2ND SESS., 1970.

THIS IMPORTANT AND COMPREHENSIVE PUBLICATION CONTAINS THE COMPLETE PROCEEDINGS AND TESTIMONY TAKEN AT THE HEARINGS BEFORE THE COMMITTEE OF THE JUDICIARY OF THE UNITED STATES SENATE WHEN THIS SENATE COMMITTEE WAS CONSIDERING THE HOUSE-PASSED FEDERAL EQUAL RIGHTS AMENDMENT IN 1970. STATISTICAL DATA INCLUDED.

EQUAL RIGHTS AMENDMENT

7.0

76014

UNITED STATES CONGRESS, HOUSE. SPECIAL SUBCOMMITTEE [illegible] EDUCATION
OF THE COMMITTEE ON EDUCATION AND LABOR.

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76014

HEARING ON SECTION 805 OF H.R. 16098: DISCRIMINATION AGAINST WOMEN.
91ST CONG., 2ND SESSION, 1970. PART I AND II.

STATEMENTS, LETTERS AND REPRINTED ARTICLES PRESENTED AT THE HEARINGS ON SECTION 805 OF H.R. 16098 WHICH IS TO PROHIBIT DISCRIMINATION AGAINST WOMEN IN FEDERALLY ASSISTED PROGRAMS IN EMPLOYMENT AND EDUCATION; TO EXTEND THE EQUAL PAY ACT SO AS TO PROHIBIT DISCRIMINATION IN ADMINISTRATIVE, PROFESSIONAL AND EXECUTIVE EMPLOYMENT; AND TO EXTEND THE JURISDICTION OF THE UNITED STATES COMMISSION ON CIVIL RIGHTS TO INCLUDE SEX.

DISCRIMINATION
EQUAL PAY ACT
FEDERAL EMPLOYMENT
FEDERALLY ASSISTED PROGRAMS
HEARINGS

4.5, 7.0

76015

UNITED STATES CONGRESS, SENATE COMMITTEE ON THE JUDICIARY.
THE EQUAL RIGHTS AMENDMENT.
HEARINGS BEFORE THE SUBCOMMITTEE ON CONSTITUTIONAL AMENDMENT, MAY 5, 6 AND 7, 1970. WASHINGTON, D.C. UNITED STATES GOVERNMENT PRINTING OFFICE, 1970, 793PP.

THE TEXT OF THE HEARINGS CONTAINS THE TRANSCRIPT OF TESTIMONY BY 58 PROMINENT WITNESSES, MOST IN FAVOR BUT SOME AGAINST THE AMENDMENT; STATEMENTS FOR THE RECORD SUBMITTED BY 33 INTERESTED GROUPS AND CITIZENS; AND, INTERSPERSED THROUGHOUT, ADDITIONAL MATERIAL OF INTEREST, INCLUDING GOVERNMENT TASK FORCE REPORTS, MAGAZINE ARTICLES BY PROMINENT WRITERS, AND LETTERS TO CONGRESS. THE BOOK IS RICH IN BACKGROUND MATERIAL DEALING WITH THE PRACTICAL RESULTS OF LAWS, ESPECIALLY PROTECTIVE LAWS, WHICH AFFECT ONLY WOMEN.

CONSTITUTIONAL LAW
PROTECTIVE LAWS
EQUAL RIGHTS AMENDMENT

2.0, 4.0, 7.1

76016

FOGEL, HELEN
ORDER4, A SERIES ON FEDERAL REVISED ORDER 4 AND ITS EFFECT ON

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76016

WOMEN, BUSINESS AND INDUSTRY.
DETROIT: DETROIT FREE PRESS, 1972, 12PP.

THIS IS A REPRINT OF A SIX-PART SERIES ON REVISED ORDER 4 FIRST PUBLISHED IN THE DETROIT FREE PRESS JUST PRIOR TO THE EFFECTIVE DATE OF THE ORDER IN APRIL, 1972. ORDER 4 OUTLINED THE REQUIREMENTS OF AFFIRMATIVE ACTION PROGRAMS FOR WOMEN TO BE DEVELOPED BY FEDERAL CONTRACTORS. THE SERIES ANALYZES ORDER 4 AND FOCUSSES IN ON THE DETROIT AUTO COMPANIES, NOTABLY CHRYSLER AND GENERAL MOTORS

AFFIRMATIVE ACTION
EXECUTIVE ORDERS
OFCC

4.5, 5.6

76017

BRANDEIS, LOUIS D.,
GOLDMARK, JOSEPHINE
WOMEN IN INDUSTRY
NEW YORK: ARNO AND THE NEW YORK TIMES, 1969, 113PP.

THIS IS A REPRINT OF THE HISTORIC 'BRANDEIS BRIEF' AND THE 1908 UNITED STATES SUPREME COURT DECISION IN MULLER VERSUS OREGON. THE CASE FOR THE FIRST TIME ALLOWED STATE LAWS TO LIMIT THE HOURS WORKED BY WOMEN AND CHILDREN. THE BRIEF AND THE CASE WERE HAILED AS LIBERAL ADVANCES AT THE TIME, BUT OVER THE YEARS THE PRECEDENT HAS BEEN CITED TO UPHOLD MANY LAWS WHICH CLASSIFY WOMEN DIFFERENTLY FROM MEN, OFTEN TO THE DISADVANTAGE OF WOMEN.

PROTECTIVE LAWS
HISTORY OF FEMALE EMPLOYMENT

2.0

76018

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
TOWARD JOB EQUALITY FOR WOMEN.
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1969. 11PP.

THIS INFORMATIONAL PAMPHLET IS DESIGNED FOR MEMBERS OF THE PUBLIC WHO MAY BE AFFECTED BY TITLE VII. BRIEFLY, IT RECITES FACTS ABOUT TITLE VII AND EXPLAINS HOW TO FILE A SEX DISCRIMINATION COMPLAINT. IT LISTS OTHER AGENCIES WHICH MAY HAVE JURISDICTION

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76018

OF COMPLAINTS UNDER OTHER LAWS. SOME OF THE INFORMATION HAS OUTDATED BY THE 1972 AMENDMENTS TO THE LAWS, BUT THE EEOC HAS NOT YET ISSUED NEW PAMPHLETS.

TITLE VII
EEOC

7.1

76019

KANOWITZ, LEO
WOMEN AND THE LAW: THE UNFINISHED REVOLUTION
ALBUQUERQUE: UNIVERSITY OF NEW MEXICO PRESS, 1969, 312P.

THIS IS PROBABLY THE MOST DEFINITIVE VOLUME PUBLISHED ON THE GENERAL TOPIC OF WOMEN AND THE LAW UP TO 1969. SOME OF THE MATERIAL ON EMPLOYMENT LAW IS NOW OUT OF DATE, HOWEVER, AND THE AUTHOR HAS SINCE REVERSED HIS STAND ON THE EQUAL RIGHTS AMENDMENT. OF SPECIAL INTEREST ARE CHAPTERS 4 AND 5 ON TITLE VII AND THE EQUAL PAY ACT AND CHAPTER 6 ON CONSTITUTIONAL ASPECTS OF SEX-BASED DISCRIMINATION IN AMERICAN LAW. THE APPENDIX CONTAINS A REPRINT OF THE TEXT OF TITLE VII AND EXECUTIVE ORDER 11246.

CONSTITUTIONAL LAW
FEDERAL LAWS

2.0, 7.1

76020

UNITED STATES CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN
REPORT OF THE TASK FORCE ON FAMILY LAW AND POLICY
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1968, 69P.

A REPORT ON THE LAWS SURROUNDING MARRIAGE, FAMILY SUPPORT, THE RIGHTS OF CHILDREN, PREGNANCY, AND DIVORCE. EXAMPLES, CASES AND STATE BY STATE LAWS ARE CITED. RECOMMENDATIONS ARE MADE FOR LAWS TO FURTHER EQUAL RIGHTS FOR WOMEN.

CHILDREN
LEGISLATION NEEDS
WORKING WIVES

7.6 BOOKS, PAMPHLETS, AND MISCELLANEOUS PUBLICATIONS

76021

UNITED STATES CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN
REPORT OF THE TASK FORCE ON SOCIAL INSURANCE AND TAXES
WASHINGTON, D.C.: UNITED STATES GOVERNMENT PRINTING OFFICE, 1968, 139P.

REPORT AND RECOMMENDATIONS FOR CHANGES AND IMPROVEMENTS IN SOCIAL INSURANCE PROTECTION AGAINST THE RISKS OF WAGE LOSS DUE TO UNEMPLOYMENT AS IT AFFECTS THE WORKING WOMAN. THE REPORT DISCUSSES THREE PRINCIPAL AREAS: (1) SOCIAL INSURANCE AGAINST SHORT-TERM WAGE LOSS RISKS (UNEMPLOYMENT INSURANCE AND TEMPORARY DISABILITY INSURANCE); (2) SOCIAL INSURANCE AGAINST LONG-TERM WAGE LOSS RISKS (SOCIAL SECURITY, WORKMEN'S COMPENSATION, AND MEDICAL CARE AND HOSPITALIZATION INSURANCE); AND (3) WORKING WOMEN AND THE FEDERAL INCOME TAX.

76022

UNITED STATES CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN
THE PROPOSED EQUAL RIGHTS AMENDMENT TO THE UNITED STATES CONSTITUTION,
A MEMORANDUM
WASHINGTON, D.C.: CITIZENS' ADVISORY COUNCIL ON THE STATUS OF
OF WOMEN, 1970, 18PP.

THIS INFORMATIONAL PAMPHLET ADVOCATES PASSAGE OF THE EQUAL RIGHTS AMENDMENT AT A TIME THE AMENDMENT WAS STILL LANGUISHING IN CONGRESS. IT DISCUSSES LAWS (INCLUDING, BUT NOT LIMITED TO, EMPLOYMENT LAWS) WHICH DISCRIMINATE ON THE BASIS OF SEX, AND COURT DECISIONS AFFECTING THE POSITION OF WOMEN UNDER EXISTING CONSTITUTIONAL PROVISIONS AND TRIES TO PREDICT THE EFFECT OF THE ERA.

EQUAL RIGHTS AMENDMENT
CONSTITUTIONAL LAW
STATE LAWS
EXECUTIVE ORDERS

7.1

8.0 BIBLIOGRAPHIES

80010

ASTIN, HELEN S.
SUNIEWICK, NANCY

8.0 BIBLIOGRAPHIES

80010

DWECK, SUSAN
WOMEN: A BIBLIOGRAPHY ON THEIR EDUCATION AND CAREERS.
WASHINGTON, D.C.: HUMAN SERVICE PRESS, 1971, 243 P.

AN ANNOTATED BIBLIOGRAPHY ON WOMEN'S EDUCATION AND CAREER DEVELOPMENT. MOST OF THE PUBLICATIONS LISTED ARE BASED ON EMPIRICAL RESEARCH. THE SEVEN CATEGORIES COVERED ARE: DETERMINANTS OF CAREER CHOICE, WORKING WOMEN AND THEIR MARITAL AND FAMILIAL ADJUSTMENT, WOMEN IN THE WORLD OF WORK, SEX ROLES AND EARLY SOCIALIZATION, HISTORICAL AND ECONOMIC ACCOUNTS OF WOMEN'S EDUCATION AND WORK, POLICY STUDIES AND COMMENTARIES, AND CONTINUING EDUCATION FOR WOMEN.

CAREER ASPIRATIONS
CAREERS
CAREER CHOICE
HISTORY OF WOMEN'S EMPLOYMENT
MARITAL STATUS
ROLE CONFLICT
SOCIAL SCIENCES
SOCIALIZATION

1.0, 2.0, 3.0, 3.4, 4.0, 5.0, 6.0

80020

BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION
A SELECTED ANNOTATED BIBLIOGRAPHY: CAREER COUNSELING: NEW PERSPECTIVES FOR WOMEN AND GIRLS.
WASHINGTON, D.C.: BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION, 1972, 44 P.

THIS ANNOTATED BIBLIOGRAPHY IS DIVIDED INTO TWO SECTIONS: THE FIRST CONTAINS RESEARCH MATERIAL ON COUNSELING AND OCCUPATIONAL CHOICE; THE SECOND CONCERNS MATERIAL ON SPECIFIC CAREERS, WHERE THEY CAN BE FOUND, AND HOW TO GO ABOUT GETTING JOBS. APPROXIMATELY 150 REFERENCES ARE SUMMARIZED IN THIS PAMPHLET.

CAREERS
CAREER CHOICE
CAREER PLANNING
CAREER OPPORTUNITIES

3.1

80030

8.0 BIBLIOGRAPHIES

80030

BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION
A SELECTED ANNOTATED BIBLIOGRAPHY: CONTINUING EDUCATION FOR WOMEN.
WASHINGTON, D.C.: BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION,
1967, 17P.

THE MATERIAL IN THIS ANNOTATED BIBLIOGRAPHY IS CONCERNED WITH CONTINUING EDUCATION FOR WOMEN. ALL OF THE MATERIAL HAS BEEN PUBLISHED SINCE 1960 AND PROVIDES AN EXCELLENT SOURCE FOR WOMEN WHO ARE INTERESTED IN CONTINUING THEIR EDUCATION. ABOUT 60 ENTRIES. INCLUDES RESEARCH STUDIES, INFORMATION ON SPECIAL WOMEN'S PROGRAMS, COLLEGES ESPECIALLY OPEN TO WOMEN, INFORMATION FOR WOMEN RETURNING TO AND CONTINUING THEIR EDUCATION IN SPECIFIC FIELDS. EACH REFERENCE IS SUMMARIZED IN A SHORT PARAGRAPH WITH NO EVALUATION MADE OF THE MATERIAL.

3.4, 6.3

80040

BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION.
A SELECTED ANNOTATED BIBLIOGRAPHY: SEX ROLE CONCEPTS.
WASHINGTON, D.C.: BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION,
1969, 31P.

THE MATERIAL SELECTED FOR THE BIBLIOGRAPHY IS LIMITED TO THAT PUBLISHED SINCE 1959 AND DEALS WITH THE WAYS WOMEN AND MEN SEE THEMSELVES AND EACH OTHER. EACH REFERENCE IS SUMMARIZED IN A SHORT PARAGRAPH WITH NO EVALUATION OF THE MATERIAL.

ROLE CONFLICT
ROLE PERCEPTION
SEX-ROLE STEREOTYPES

4.5

80050

BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION.
A SELECTED ANNOTATED BIBLIOGRAPHY: WOMEN IN POSITIONS AT MANAGERIAL, ADMINISTRATIVE AND EXECUTIVE LEVELS.
WASHINGTON, D.C.: BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION,
1966, 19P.

THIS ANNOTATED BIBLIOGRAPHY WAS PREPARED AS A SOURCE TO SELECTED PUBLICATIONS BETWEEN 1955 AND 1965 THAT RELATE TO WOMEN IN HIGH LEVEL POSITIONS. THE APPROXIMATELY 60 ARTICLES AND BOOKS LISTED

8.0 BIBLIOGRAPHIES

80050

PERTAIN TO EXECUTIVE WOMEN IN THE UNITED STATES. NO EVALUATION IS MADE OF THE MATERIAL, WHICH COVERS A WIDE RANGE OF PROBLEMS AND ASPECTS OF THE TOPIC. IT IS FOR THE GENERAL READER, RESEARCHERS, AND GROUPS LOOKING FOR MANAGEMENT PROGRAM SUGGESTIONS.

WOMEN IN BUSINESS

5.3

80060

BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION.
A SELECTED ANNOTATED BIBLIOGRAPHY: WORKING MOTHERS.
WASHINGTION, D.C.: BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION,
1968, 24P.

THE SUBJECT OF THIS ANNOTATED BIBLIOGRAPHY IS WORKING MOTHERS AND WIVES. APPROXIMATELY 75 BOOKS, ARTICLES, PAMPHLETS AND MICROFILM HAVE BEEN SUMMARIZED. ALL HAVE BEEN PUBLISHED SINCE 1958. MATERIAL INCLUDED RANGES FROM PRACTICAL ADVISE TO RIGOROUS RESEARCH MATERIAL AND SOURCES. EACH REFERENCE IS SUMMARIZED IN A SHORT PARAGRAPH. NO EVALUATION IS MADE OF THE MATERIAL.

WORKING WIVES

6.2

80070

BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION.
WOMEN EXECUTIVES: A SELECTED ANNOTATED BIBLIOGRAPHY.
WASHINGTON, D.C.: BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION,
1970, 26P.

MOST OF THE MATERIAL IN THIS BIBLIOGRAPHY HAS BEEN PUBLISHED DURING THE SIXTIES. THE LISTINGS ARE REPRESENTATIVE OF A WIDE RANGE OF MATERIAL, FROM POPULAR WRITINGS TO SCHOLARLY STUDIES RELATED TO WOMEN IN POSITIONS AT MANAGERIAL, ADMINISTRATIVE AND EXECUTIVE LEVELS. THE CONTENTS OF THE MATERIAL HAVE NOT BEEN EVALUATED BUT MERELY SUMMARIZED.

WOMEN IN BUSINESS

5.3

80080

8.0 BIBLIOGRAPHIES

80080

FREEMAN, LEAH
THE CHANGING ROLE OF WOMEN: A SELECTED BIBLIOGRAPHY.
BIBLIOGRAPHIC SERIES #9. SACRAMENTO, CALIFORNIA: SACRAMENTO
STATE COLLEGE, 1971, 35P.

COMPILATION OF THE LITERATURE ON WOMEN HELD BY THE SACRAMENTO STATE COLLEGE LIBRARY UP TO 1971. IT INCLUDES BOOKS, PERIODICALS AND PAMPHLETS, SELECTED SUBJECT HEADINGS USED IN THEIR CATALOG AND A LIST OF INDICES THAT WOULD BE OF FURTHER AID TO RESEARCH. CALL NUMBERS FOR BOOKS ARE INCLUDED.

CHANGING ROLE OF WOMEN

80090

HUGHES, MARIJA MATICH
THE SEXUAL BARRIER: LEGAL AND ECONOMIC ASPECTS OF EMPLOYMENT.
CALIFORNIA: UNIVERSITY OF CALIFORNIA HASTINGS COLLEGE OF LAW,
1970, 35P. (SEE ALSO: SUPPLEMENTS 1 AND 2).

THIS BIBLIOGRAPHY COVERS THE LAWS AND CONDITIONS GOVERNING THE EMPLOYMENT OF WOMEN. INCLUDES BOOKS, ARTICLES, PAMPHLETS AND GOVERNMENT DOCUMENTS IN ENGLISH. PART I CONCERNS LEGAL ASPECTS; PART II, DISCRIMINATION, PART III, DIFFERENCE IN PAY; PART IV PROFESSIONAL OPPORTUNITES; AND PART V, GENERAL. PARTLY ANNOTATED, IT IS SOMEWHAT DIFFICULT TO USE.

DISCRIMINATION
EQUAL PAY

1.0, 2.0, 3.0, 4.0, 5.0, 6.0, 7.0

80100

INTERNATIONAL LABOR OFFICE, CENTRAL LIBRARY AND DOCUMENTATION BRANCH.
BIBLIOGRAPHY ON WOMEN WORKERS.
GENEVA: INTERNATIONAL LABOR OFFICE, 1970, 252P.

THIS BIBLIOGRAPHY CONTAINS APPROXIMATELY 1800 REFERENCES TO PUBLICATIONS DEALING WITH WOMEN WORKERS BETWEEN THE MID-NINETEENTH CENTURY AND 1965. SEVERAL INDEXES ARE INCLUDED, BY AUTHOR, COUNTRY AND SUBJECT.

INTERNATIONAL STUDIES
LABOR UNIONS

8.0 BIBLIOGRAPHIES

80100

4.4,4.0

80110

SOLTOW, MARTHA JANE
FORCHE, CAROLYNE
MASSRE, MURRAY
WOMEN IN AMERICAN LABOR HISTORY, 1825-1935; AN ANNOTATED BIBLIOGRAPHY.
EAST LANSING, MICHIGAN STATE UNIVERSITY, 1972, 150P.

THIS EXCELLENT ANNOTATED BIBLIOGRAPHY INCLUDES SELECTED BOOKS, ARTICLES, MONOGRAPHS, PAMPHLETS, AND U.S. GOVERNMENT PUBLICATIONS BUT GENERALLY EXCLUDES STATE PUBLICATIONS AND DISSERTATIONS. TWO APPENDICES COVER ARCHIVAL COLLECTIONS IN THE U.S. RELATIING TO WOMEN AND LABOR AND PUBLICATIONS OF THE U.S. WOMEN'S BUREAU THROUGH 1935. PREPARED PRIMARILY FOR STUDENTS OF AND SPECIALISTS IN THE FIELD, IT IS INDEXED BY CROSS REFERENCE, SUBJECT AND AUTHOR.

HISTORY OF WOMEN'S EMPLOYMENT
LABOR UNIONS

4.4

80120

SEX DISCRIMINATION IN EMPLOYMENT.
WOMEN'S RIGHTS LAW REPORTER. 1 (FALL/WINTER, 1972/73), 34-78.

THIS MAGAZINE CONTAINS AN INDEX TO MORE THAN 100 CASES AND EEOC DECISIONS DEALING WITH SEX DISCRIMINATION IN EMPLOYMENT WHICH ARE ANNOTATED IN THE MAGAZINE. IN ADDITION THERE IS AN UNANNOTATED LEGAL BIBLIOGRAPHY OF RECENT ARTICLES WHICH LISTS 58 LAW REVIEW ARTICLE TITLES.

DISCRIMINATION

7.5,7.2,7.3

80130

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU.
AGUIDE TO SOURCES OF DATA ON WOMEN AND WOMEN WORKERS FOR THE UNITED STATES AND FOR REGIONS, STATES, AND LOCAL AREAS.
WASHINGTON, D.C: UNITED STATES GOVERNMENT PRINTING OFFICE, 1972, 15P.

8.0 BIBLIOGRAPHIES

80130

LIST OF SUGGESTED SOURCE MATERIALS RELATING TO WOMEN AND WOMEN WORKERS. THE LISTING IDENTIFIES CURRENTLY AVAILABLE MATERIAL FROM THE UNITED STATES GOVERNMENT PRINTING OFFICE ON PERSONS BY SEX, RACE, EDUCATIONAL ATTAINMENT, LABOR FORCE PARTICIPATION, OCCUPATION AND INDUSTRY.

EMPLOYMENT PATTERNS
LABOR FORCE PARTICIPATION

3.3, 4.1, 4.2

80140

UNITED STATES CIVIL SERVICE COMMISSION
EQUAL OPPORTUNITY IN EMPLOYMENT -- WOMEN: A PERSONNEL BIBLIOGRAPHY
WASHINGTON, D.C.: FEDERAL WOMEN'S PROGRAM, 1972, 23P.

A BIBLIOGRAPHY WITH ANNOTATION OF MATERIALS RECEIVED IN THE CIVIL SERVICE COMMISSION LIBRARY FROM 1963 TO 1970. THE LISTINGS ARE DIVIDED INTO THREE SECTIONS: EMPLOYMENT OF WOMEN; WOMEN IN THE FEDERAL GOVERNMENT; AND EXECUTIVE, MANAGERIAL AND PROFESSIONAL OPPORTUNITIES FOR WOMEN.

FEDERAL EMPLOYMENT

4.0, 5.1, 5.3, 5.4

80150

WOMAN: A BIBLIOGRAPHY
SAINT PAUL MINNESOTA: THE COLLEGE OF SAINT CATHERINE, SAINT CATHERINE, SAINT CATHERINE LIBRARY, 1967, 129P.

1560 ENTRIES WHICH COMPRISE ONLY A PART OF THIS LIBRARY'S SPECIAL COLLECTION WOMAN. COVERING A WIDE RANGE OF TOPICS, EMPHASIS IS ON SOCIAL LIFE AND CUSTOMS, SOCIAL AND MORAL QUESTIONS, AND RELIGIOUS LIFE. THERE ARE LISTINGS IN MOST AREAS INCLUDING EMPLOYMENT AND LAWS. SOME NON-AMERICAN MATERIAL AUTHOR LISTINGS ARE CROSS-INDEXED BY LIBRARY OF CONGRESS SUBJECT HEADINGS. SUPPLEMENTS WERE TO BE ISSUED.

EMPLOYMENT
SOCIETAL ATTITUDES

1.0, 2.0

8.0 BIBLIOGRAPHIES

80160

SEX DISCRIMINATION IN EMPLOYMENT, PART II
WOMEN'S RIGHTS LAW REPORTER, I (SPRING, 1973), 65-103.

THIS ISSUE UPDATES A PRIOR ISSUE DEALING WITH SEX DISCRIMINATION IN EMPLOYMENT. IT CONTAINS ANNOTATIONS OF MORE THAN 100 CASES AND 25 EEOC DECISIONS. IT ALSO CONTAINS THE FOLLOWING ARTICLES OF INTEREST: SEX DISCRIMINATION AND SECTION 1981, BY NANCY STANLEY; WOMEN IN POST-GRADUATE EDUCATION, BY JOAN TEMKO; UNEMPLOYMENT BENEFITS, BY KATHARINE ACHINCLOSS; AND WOMEN AND UNIONS: A HISTORICAL VIEW, BY GAIL FALK.

DISCRIMINATION
UNEMPLOYMENT

4.0, 4.4

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